

THE CHRONICLE

of Higher Education.

Junuary 15, 1992 . \$2.75 Volume XXXVIII. Number 19

America and its policy makers avoid dealing with poverty is to labe some of the poor as morally deficient or undeserving, and therefore not worthy of help. This line of reasoning presumes that everyone can rise nut of poverty and become middle class (there being lots of well-paying jobs for them) if they only make the

This is fronic, since most poor people want to be as middle class as everyone else and wish that their efforts enabled them to escape povertv. This is also true of the minority of poor people who drop out of school: do not work; become unmarried mothers; engage in magging, rob-bery, or other criminal activities; or wind up as alcoholics or drug addicts. Most people who behave in such ways do so primarily for pover-

ty-related reasons stemming from a sheer lack of resources and the stresses of coping with poverty.

Crime is immoral, whether carried out by the poor or by Wall Street millionaires, but no one has ever supplied data showing that the poor are, as a class, less moral than the middle class or the rich. (The news ntedia currently are filled with stories of rising middleelass unemployment, but no one ever suggesta that the middle-class jubleas are lazy.)

Labeling the poor as undeserving does nothing to reduce poverty or poverty-related behavior, including the crime rate. While there are continuing scholarlyand ideological-debates about the interplay of different economic, social, culturol, and psychological factors that contribute to keeping people poor, consensus is fairly widespread that only when the poor lose the struggle to escape poverty do they give up mainstream behavior. For example, n major reason for the formation of single-parent families among the poor is the high rate of male unemployment, which makes poor men-of any color-bad marital risks.

Social scientists have played a part in labeling the poor ns lazy and undeserving. Their predecessors in medieval times and the early industrial period helped to invent, codify, and apply various conceptions of undeservingness to the poor, and today social-science concepts are still boing used in harmful ways,

in the 1950's, the anthropologist Oscar Lewis developed the concept of the "culture of poverty," which claimed that some of the poor belonged to a special culture, passed on from generation to generation, that adapted them so well to poverty that they did not even want to try to escape it. Policy makers in the 1960's used Lewia's thesia to argue that the poor were culturally disadvantaged and to justify their claim that lowincome people needed cultural uplift before they could make proper use of jobs and higher incomes.

The current conceptual equivalent to Lewis'a culture of poverty is the term "the underclass." Gunnar Myrdal, the famous Swedlah political economist, first seed this term in 1962 as an economic concept, to describe the people who he thought were being made unemployable by what we now call the post-industrial economy. Myrdal said nothing about the race or gender of his underclass; he was writing about economic victims.

Myrdal's concept never made it into policy-making



Fighting the Biases Embedded in Social Concepts of the Poor

circles and also was virtually ignored by academics when it was first published. Then, in the late 1970's, the word surfaced again—in the news media and with n totally new meaning-as a behavioral concept that described poor people whose actions violated the law or did not fit mainstream values. Underelass had become the latest inhel for the andeserving poor, and it continues to be used that way today.
Underelass is a particularly nasty label, however.

Earlier terms such as pasper, vagrant, and tramp were openly pejorative, but underclass is a technical-sounding word that lildes its pejorative meaning. Morcover, once people are labeled as underclass, they are often treated accordingly. Teachers decide that they cannot learn, the police and the courts think that they must be incorrigible, and welfare agencies feel justified in administering harsh policies. Such trentment sets in mo-tion the self-fulfilling prophecy: If the poor are treated like an underclass, their ability to escape poverty is blocked further. In addition, the term is turning into a racial code word, since by now it is increasingly applied solely to blacks. The public expression of racial preju-dice being no longer respectable, underelass becomes an acceptable euphemism

INNALISTS played the main rolo in transforming the meaning of Myrdal's concept, and if any pub lications were central, they were a series of 1981 articles by Ken Auletta in The New Yorker and his 1982 book, The Underclass. However, by then the term had stready appeared on a 1977 Time magazine cover and was baing used by other popular media; if Auletta had not made it famous, someone else would have done so. Writers for the commercial media have to use words that will grab their audiences, and underclass graphically lumps together, into one scientific sounding stereotype, images of sinister-looking and promiscuous young blacks (and Hispanics) whom the white population fears and disapproves of. In the late 1970's, social scientists finally had begun

to use the term as Myrdal had, as an economie concept. equently, William J. Wilson elaborated the term as a sociological concept, looking in The Truly Disadvantoged (1987) at the way social changes such as the ising concentration of the very poor in the inner cities had exacerbated the economic problems of pov-

crty. But other scholars, particularly those of conservative or non-politi cal bents, stayed with the behaviors

By the mid-1980's, the term underelass had become so popular in scholarly eircles that—either in its Myrdal form, in its Wilson form, a n its behavioral version-social scientists, like journalists, began ssing the term to grab their audiences, fo example, by using the term in the titles of journal articles. Some fourdation officials found the word helpful with boards of trustees who ha been reluctuat to finance research or poverty but who became enthusiastic when it was called research on the underclass. In fact, the anthro-pologist Mercer Sullivan once described underclass as basically a marketing term.

Social scientists have the same right as anyone else to asc marketing terms. They are also free to use pejorative concepts but if they intend to be judgmental, I wish that they would be so openly-and talk about the undeserving poor rather than hide behind cuphentisms. In their role as scientists, however, they should be especially sensitive to the biases and unexianined assumptions that too often wander into scientific ennecpts. They should try especially hard to frame concepts and hypotheses that make no overt a priori value judgments ubnut what or whom they imalyze.

Equally important, I wish that social scientists would decrease their study of the victims of poverty and devote more research to its causes-the economic, political, and other processes by which America has developed by far the highest rate of poverty in the "first world" of highly developed nations.

CE social scientists have dono their scholarly duty, they have the right to preach the same duty to others, including journalists. The media now regularly consult social scientists as experts and their quotes are used to give a scientific imprimatur to all kinds of news stories. Thus, when they are being consulted, I think social scientists have a right to suggest that journalists be more thought ful about the defialtions that they use, that they supply supporting evidence if they want to write about the moral condition of the poor, and that they do more exposes on the myth of the undeserving poor.

In the end, the real evil is poverty. Less bias and more thoughtfulness in the choice of concepts and topics will help a little, but only a little. The simple fact that young middle-class men do not mug people-and that some poor men do-carries a potent message. The only resily effective solution to poverty-related behavior is the elimination of poverty itself. Scholars must use their insights and their research to cut through ideological obstacles and focus the attention of the general public and policy makers on achieving this goal.

erbert J. Gans is professor of sociology at Columbia University and the onthor, most recently, of People, Plans and Policies: Essays on Poverty, Racism and Other National Urban Problems (Columbia University Press, 1991). He is a past president of the American

Quote, Black-College Presidents Plan a 'Summit' Amid Displeasure With Lobbying Group Unquote

A group of black-college presidents is

Organizers say the institutions lack an

agenda for dealing with the federal govern-

ment as well as with businesses and foun-

dations, and need to establish new priori-

The organizers are trying to set up the

meeting in the next month or so, in the

deliberations on the renuthorization of the

The meeting would come amid growing

criticism of the National Association for

Equal Opportunity in Higher Education.

the primary lobbying group for black col-

leges. Critics say the association has failed

to be an effective ndvocate for its ment-

not helping to set an ugendu, this meeting was necessary. "Nature ablants a vacu-

The other presidents organizing the

meeting are: Johnettu B. Cole of Spelman

'Nature Abhors a Vacuum'

uni." he said.

hope that it can influence Congressiona

plunning a "summit" meeting with all of

their colleugues to set a new agenda for

historically black institutions

ties and positions.

Higher Education Act.

Never mind that the criticisms have been implausible. We in he profession have been inept in Isining to the public what we are doing."

speaker at the annual meeting of un Langsaga Associati

"Maybe a generation of womer aps aren't as bitter and don't have an ax to grind will bring more vitality and homo and joie de vivre, and we'll get a whole new kind of

women's studies. Christina Hoff Sommara, on the

despicable as it may be, is really only a subterfage for liberal opposition to David Duke. What terrifes the liberals is not the Klan. but the message Duke is earrying. A recent appoints to the Edecation Dept's national accreditation panel. in a newspaper column: A27

"Congress plays disease-of-the ath, shifting funds from agency to agency. It's difficult for ong-term planning under timse conditions." chemistry professor: A25

"I had chills when I rend about City College." director of atudant activities: A33

This is a very significan communicating to athletes and parents and schools the kind of work that will prepare student-athletes to get college degrees." lieed of the presidents' commission, on the NCAA's reform package: A35

"You have to have money or is very ugly." A Chinese student at Rutgars, on leading Chine to study abroad: A38

SECTION 1

- marininopy	A33-34	WUIK AL
Fact File	A29	women.
Gazette	A41	A Focu
Sovernment & Politics	A26-32	In a
Information Technology	A20-25	journals
international	A38-40	Ms. So work to
Personal & Professional	A16-19	ess, she
Scholarship	A8-15	national
SECTION 2 PA	GES B1-72	ness" a
Bulletin Board	89.74	divisive
Opinion, Letters, Architecto	ure B1-7	pline.
		Her

PAGES A1-48

A35-37



Rohart L. Albright, prasident of Johnson C. Smith U.: Black colleges should be "much mora aggrassiva" on a proposal o make Pall Grants an antitiament.

Robert L. Albright, president of John-Cullege, Edward B. Fort of North Carolina son C. Smith University und one uf the A&T University, Norman C. Francis of organizers of the summit, said the meeting Xavier University of Louisiana, Frederick would not be "unti-NAFEO," but he uc-Humphries of Florida A&M University, knowledged that it would deal with muny Joseph E. Johnson of Talladegn College, issues that could have been addressed by and Gloria Scott of Bennett College. Samuel L. Myers, the president of NAF-Mr. Albright said that since NAFEO was

Eo, did nut return repeated phone calls last week. Many college officials in recent weeks have questioned his leadership, nurticularly after he sent a letter to black-eol-

NCAA Votes Higher Academic Standards for College Athletes

Presidents' reform package wins overwhelming support at meeting

By DOUGLAS LEDERMAN

ANAHEIM, CAL The presidents' commission of the Nutional Collegiate Athletic Association continued to have its way at the association's annual meeting last week, winning overwhelming approval of its puckage of academic reforms despite spirited opposition from black-college presidents and a hand-

Just as it did last year, when virtually all of its cost-cutting and time-reduction measures were easily approved, the presidents' pnnel showed what months of intensive preparation and heavy lobbying can accomplish. This time, at the commis sion's urging, delegates to the group's 86th annual convention adopted rules changes -hy margins of more than three to one that will raise the academic standards athletes must meet to become cligible for competition as freshmen and to remain elialble in later years.

The most significant change, seheduled to take effect in August 1995, will require freshman athletes to achieve a 2.5 gradepoint average in 13 high-school core courses to be cligible to compete, instead of the current 2.0 in 11 courses. But the new rules also will permit an athlete tu qualify for competition with a grade-point Conthined on Page A35

Philosophy Professor Portrays Her Feminist Colleagues as Out of Touch and 'Relentlessly Hostile to the Family'

By SCOTT JASCHIK WORCESTER, MASS.

Christina Hoff Sommers has "a singular talent for skewering people with their own words," says her department chairman at Clark University here.

Ms. Sommers, an associate professor of philosophy, bas skewered quite a few people lately. Her prime targets are feminist philosophers, who Ms. Sommers says are doing shoddy academic ork and are out of touch with most

on Excesses

eries of articles in academic and the popular press alike, nmers uses quotes from their make her points. In the procnas become a key player in the debates on "political correctnd the curriculum. She has also ed a less-publicized but equally battle in her scholarly disci-

upporters call her courageous



Christina H. Sommars: "Thasa women think of themsalves as victims, yet they have huga salarias, they run

for drawing attention to what they consider the excesses of feminist scholarship and political correctness. Her critics say she quotes them out of context and engages in a form of right-wing political correctness in which the ideas of selves, are made to seem silly so that they will never receive a fair hearing

from academe or the public.
"She is parasitic," says Allison M. Jaggar, a professor of philosophy at the University of Colorado at Boulder. "She is sniping from the sidelines, taking things out of context, and attacking people. She doesn't have any positive views to put forward."

Love her or hate her (and few people familiar with her work fall in between), Ms. Sommers is a force to be reckoned with. Her articles are widely printed and she speaks on many campuses. The chairman of the National Endowment for the Humanities, Lynne V. Cheaey, quotes her in speeches. Education Sec-Continued on Page A16

TAKE THE FUTURE IN YOUR HANDS.

When participants select from among the inveatment options in their retirement plan, they are taking an important part of their future into their hands.

The investment choices made available to them can have a strong impact on both their future and the future of our world.

Choosing The Dreyfus Third Century Fund, Inc., for your 403(b)(7) program gives you a socially conscious investment that benefits us all.

The Dreyfus Third Century Fund is a common stock fund that seeks capital

growth through investments in companies that not only meet traditional investment standards, but also contribute to the quality of life.

Before a stock is purchased for the Fund's portfolio, the company's record in the following areas is carefully evaluated: the environment; equal employment opportunity; consumer protection and

product safety; and occupational health and safety. In addition, stocks of companies operating in South Africa or manufacturing

tobacco are barred from consideration For more information on The

Dreyfus Third Century Fund, including management fees and expenses,

Codings withelte canter destroyed by fire: A4

Prospectus by calling a Dreyfus Reit.

Student mekes bomb threats to evoid asam: A4 ment Specialist at 1-800-762-9523. You will also receive information on the Dreyfus 403(b)(7) Plan, featuring plan administration, employee education and

Funds. Please read the Prospectus carefully before you invest or Group Retirement Plans send money.

Dreyfus Group Retirement Plans is a division of Dreyfus Service Corpor

This Week in The Chronicle

TEREST IN AMERICAN INDIAN SCHOLARSHIP GROWS More U.S. scholars are studying their country's original inhabitants, bringing new insights into Indian history

SCHOLARS RESPOND TO CONSERVATIVE CRITICS Professors at the MLA's nnnual meeting attricked cluims that their field is a seedbed of leftist ideology: A9

LOBBYING FOR MEDICAL-RESEARCH MONEY Some scientists fear the growth in disease-specific ressure on legislators will lenve no one looking after the interests of science as n whole: A26

NIH TO SET LONG-TERM PRIORITIES

For the first time in its 105-year history, the agency is veloping a strategic plan for research programs: A30

voheeologists uncover enclant eruelfix: A5 latile-cloning mathod develops a hitch: AB taking out a middle ground in publishing: A8 Inique photos of Earth produced from epacecreft images: A9 ronomars find evidence of planate around a pulsar; A9 referees criticize papar if author's identity withhald; A11 ludy reveals athlatas angage in unhasithful bahaviors: A11 act File: Top 100 institutions in R&D spanding: A29 new scholarly booke: A12

RING THE SPHINX ELECTRONICALLY mputer image allows researchers to study the nent os it appeared neorly 3,400 years ago. A21

opening two new computing research centers: A20 g messagas on tha prasident's bulletin board: A20 itscrien offers dielogues between enthropologists: A20 ect headings added to hiblingraphic fiction records: A22 libraries develop collection on life in the South: A22 int office opene its main deta bank: A22 mm teachee basic reading and writing skills: A22 Mai Ball' locates data about chemistry; A23 lew computer programs, 4 new optical disks, A24

isonal & Professional Concerns

ING' FEMINIST PHILOSOPHERS Christina Hoff Sammers, un associate professor of

dissophy at Clark U., is making a cureer out of attacking feminist philosophers: Al For en article that was never published, her piece for The Atlantic has caused gulte n stir: A16

MMERSED IN THE ERA OF WORLD WAR I

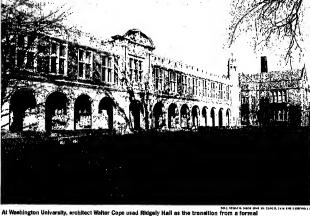
lew York U.'s chief fund roiser has satisfied her love history by writing a 700-page biography of an bscure British politician: A5

ECURRING FITS OF 'POLITICAL CORRECTNESS' Politically correct" Ideas have been around for nturies, and their consequences have been dire.

Transsexual la barred from nursing program: A4 management fees and expenses, obtain the contemination forces SUNY to postpone classes: A4 U. of Maina professor fired in grading schame: A4 rkeley renames dapartmants to show eensitivity: A16 Book prescribae new remediae for Amarica's schools: A15 inomice professor wins AAC book award: A16 lexas professor accused of heraesment: A19 the Dreyfus Family of the Dreyfus Family of the Dreyfus Family of the books on higher education: A19

Federal & State Governments

AGENDA SOUGHT FOR BLACK COLLEGES troup of presidents of historically black colleges is ling to organize a "summit" meeting amid growing cism of their institutions' main lobbying group: Al



front quadrengle to an irreguler-and inviting-sariae of buildings and spaces bayond: B6.

ALLOCATION OF U.S. RESEARCH FUNDS

- Some scientists say lobbying enmpaigns for specific available federal funds for research programs: A26
- Researchers ere seeking more federal money to study n new strain of tuberculosis: A31

COMMUNITY COLLEGE TAKES ON UNEMPLOYMENT A state legislator in Oregon has established a center at a twn-year college to fight chronic unemployment in Portland: A27

SUPPORT OF DUKE STIRS CONTROVERSY U.S. officials are suid to be emborrassed over newspaper columns written by a recent appointee of

Secretary Lamar Alexander: A27 PROTECTION FOR RATS, MICE, AND BIRDS They must not be excluded from the scope of nnimnt-

welfure inws, a federal judge has ruled: A27 CEASE-FIRE ON THE ACCREDITATION FRONT An Education Dept, report recommends that the Secretary recognize the Middle States group: A30

STRATEGIC PLANNING AT NIH For the first time, the health agency is developing long-

term priorities for its research programs: A30 TAKING STOCK OF AFFIRMATIVE ACTION

The concept must be reviewed, not because it has failed but because the problems it was designed to address have "mutaled." Point of View: A48

Students Join Kerrey compaign in N.H.: A5 Devid Duke's campaign metarials irk soma at Duke U.; A5 N.Y. to weigh lagelizing campue distribution of Mace: A28 Mass. Governor rethinking plan to cut welfare benefite: A26 Collagae urged to plsy greater rola in echool reform: A22 Japen and U.S. to discuse supercollidar contribution: A28 Sellie Maa fires 8 for falelfying loan records: A28 Spending increase for Pantagon research is seen: A22 Justica Dept. may saak change in whistla-blower lew: A28 Meine cuts salaries of top university employees: A32 N.Y. starte loen program for private-college etudents: A32 Okla, ettaoks Colo, collega's Army-bese courses: A32

AFTERMATH OF CITY COLLEGE TRAGEDY The stampede that killed nina people at the college's gymnasium has moved some institutions to examine how their facilities are used for entertainment: A33

Taach for America wins its largest grant ever: A33 World College Weet to eali ite 194-acre campue: A33 Thaoto gleal institutions face big backlog in rapairs: A33 Markay Truet awards \$19-million to six institutions: A34 Foundation grants; gifte and bequasts: A34

NCAA RAISES ACADEMIC STANDARDS

- B Despite some spirited opposition, convention delegates have voted overwhelming approvel of sportseligibility reforms sought by college presidents: Al
- . The association's director says lawnmakers and the public remain unconvinced, despite reforms in recent years, that it can solve problems in college sports: A35

Woman's-sporte advocates hope for action on aquity: A35 Florida regants to review handling of rape charge: A37 Two Division I confarences announce new members: A37

International

CHINESE FLOCK TO U.S. COLLEGES

More students than ever are enrolled at American universities despite China's efforts to restrict study

NORWAY COLLEGES STRUGGLE WITH OVERCROWDING The higher-education system has experienced a 50-per cent increase in full-time students in four years: A39

Polend recruiting seedamics to train language teachars: A38 Canter encourages Brezillan profacaors to tasch longar; A38

Arts & Architecture

A CAMPUS THAT ENGAGES SCHOLAR AND VISITOR Washington U. has managed to stand by the spirit, if not the letter, of its turn-of-the-century master plan: B6 CHICAGO'S BOISTEROUS, MODERNIST PAINTINGS An exhibition attempte to reassess the work of a group of long-forgotten pioneers: B72

Appointments and resignations in academa: A41 Daaths: A42 Calandar of coming evants and daedlines: A42

@1991, Dreyfus Service Corporation, Distributor

"More than \$52 million in scholarhins, grants, loans, work-study poy and other forms of support is provid ed for three of every four Loyola stu-

That should help them get hy.

Memorandum from the director of the library at the University Center nt Tulsa, typed on a day when her sec-

"The uct library has a terrible problem with nosie. Students often complain that they connot concen-

"Suggestiums for dealing with nosie in the library have included using baffles made fram fiberglass und

Or just tell nusie to buzz off.

From Const News, a newsletter nt the Coast Community College District in Colifornia:

"The Board of Trustees reviewed revisions to the CCCD policy on Aleohol and Drug Abuse. The revisions nliow fur alcohol to be served at colonsored events when it 'is required for a certificate program and is roved by the college presi-

Whu has sophistiented taste buds. we hope.

From a summary of application procedures at the University of Colorodo nt Denver:

"If you have attended any other post-secondary institutions, request the Registrar at ALL PREVIOUS COL-LEGIATE INSTITUTIONS you have attended to send TWO OFFICIAL TRAN-SCRIPTS of your record directly to this office. You should also have a transeript from each collegiate institution sent to you for your records. These can be sued for advising purposes."

Don't be so litigious!

From University Police Newsletter, published at Tuwson Store Uni-

"Alcohol has become one of the most nbused drugs on college and university campuses today. . . . Sometimes the relience on alcohol is so demanding that one feels that one must have a drink at brenkfast, a drink or two of lunch and that one night enp which usually tuma into more than one.

"The fun really storts when you begin to fight each other, knock holes in the walla, breok out windows, and possibly elapse into alcoholle commo. The 'social' drinkers have become so intoxicated they don't even know where they left their clothing and have to be token to their room wrapped in newspaper

Not in this newspaper, if you don't

In Brief

Transsexual is barred

from nursing program

NASHVILLE-A nursing studen Tennessee State University who is undergoing a sex chonge was forced to withdraw from the nursing program after local haspiused to accept her far clinieal training.
The student, Tracy Quiring, he

undergone hormone therapy and cosmetie surgery in preparation for nn operation to complete the transition from male ta female. She had completed two months of the two-year nursing program when a hospitol refused to let her hegin training there.

Suid Marion G. Anemn, dean at the nursing school: "The huspital thought that the wuy she presented her gender was incampatible with what her true gender was and that that would not be well reecived by patients."

Ms. Anema said Ms. Quiring be resumitted to Tennes see's nursing program after her sex change is complete

Ms. Quiring said she was con-sidering whether to sue the university. She said the sex-change ion wauld after only he genitals and not her overall appearance. "I didn't find any pro-ecdures that nurses perform that use their genitois," she said. n | contaminated by a careinogenic

Student makes threats

ST. CLOUD, MINN.-A studen

at St. Cloud University who tele-

phoned bomb threats to the uni-

versity because she needed more

time to study for an exom will

serve o 25-dny jail sentence. Heather Mudek, o junior

pleaded guilty to making that threats. She telephoned the uni-

versity library twice on April 12

and warned that a bomb would go

off in five minutes. The university

evecuated the library, where Ms.

Mudek was supposed to have tak-

Ms. Mudek testified that she

had asked her roommates to enil

the library for her. But the room-

to avoid exam



College athletic center

PROVIDENCE, 8.1.—A fire has

Rhode Island Coilege (left), Virtu-

ally nil of the equipment fur tho

college's aports tesms was de

stroyed, and dnmage is estimated

In the militure of duliars. No one

Fire investigators determined

that a faulty benting unit in the

fire, a college spokeswoman said.

The building, the Walsh Physical

Business and Governmental Sei

ences and a tenured professor of public administration, was dis-

missed following a university in-

vestigation, Mr. Cotnoir, who

eould not be reached for com-ment, has reportedly filed a griev-

The Associated Press reported

that the investigation had found that Mr. Cotnoir and four other

professors. Including the atu-dent's father, had arranged for the

atudent to earn 56 eredits and a

never parformed. The news serv

ice obtained copies of a termina-tion letter that Mr. Cotnoir re-

ecived from the university's pres

Mr. Connick would not rele

a copy of the letter to The Chron

ident, George P. Connick.

rade for an internship that he

ance with the university.

destroyed by fire

was injured.

PCB contamination forces SUNY to postpone classes

the State University of New York eampus here will begin at least two weeks late to give workers time to test and elean up buildings

nates refused and told the eam-

Ms. Mudek will be ollowed to

ommute from iail to the earnou

She also must perform 40 hours

of community service and pay the

chairman of the University of

edly arranged a scheme to give a

colleague's son two years' worth of credits for courses he never at-

tended. Russell Cotnoir, who has

been engirmen of the division of cle

us police about the calls.

to take classes

iniversity \$2,000.

Professor fired

In course scheme

While she serves her ser

NEW PALTZ, N.Y.-Classes at | chemical, Last month, transform- | partment is overseeing the di ers containing polychlorinnted bi-phenyls, or rca's, overheated in five buildings after ear hit a utili-ty role, and reason as ty pole, causing a puwer surge. dormite
The New York state health de-

dormitory space is being p

Education and Health Cent was insured.

Athletic-dep the center are being relocate
Other colleges and sehous
throughout the state have done unifurnis and equipment. Sev linve made their gyms availed fur the college's games.

Corrections

M An article obout research needle-exchange program men's locker room had started the correctly Identified Warwick derson. Dr. Anderson is s search ossociate at the Leo Davia Institute for Health Ed nomics at the University of P sylvonia ood a graduote s the Department of the His and Sociology of Science.

M A photograph of Edward
Sheridon of the University Central Florido that accom-Central Florido that account material of David Duke, the for-psychological Association of recently amounced his candidacy Chronicle, January 8), was into the control of t reetly identified as Lee Sec of the University of Arizona Sheridao is at left below, a



the Fresheem.

It Some Dukles—those who are the Miliated with Duke University support Mr. and who do not support Mr. Sechrest is at right. say the candidate's com-

in white letters on a royal blue ackground. Some affiliated with Duke Uni-

ersity say they warry that university stickers (below) will be confused with those of Mr. Duke and they complain that some political cartoonists have linked the

Archeeologists uncover

ancient crucifix

GAINESVILLE, FLA.—An inter sational team of archaeologists besided by Kathleen Desgan, a eurator of anthropology at the University of Florida, has unearthed the oldest known sym-bol of Christi-

sairy in the New World. The object, a Winch erucifix of newter and iron, with a copper alloy fig-ure of Christ,

was found during an exervation of La Isabela, the aite in the Domini can Republic where Christupher olumbus set up the first European coluny in the New World. The erueifix is estimated to be about 500 years old.

Ms. Dengan said she believed the cross to be the oldest New Vorld Christian symbol because it was unegvered from an undisurbed depusit that was in use only from 1493 to 1498

The researchers said the cross had probably been attached to n osury or worn as a pendant-perhops by a soldier.

The erueifix offers a rare glimpse into someone's personal life 500 years agn," said Ms. Dea-

The same group earlier discovered that Columbus had set up n second settlement at the same site-the first European manufac turing operation in the Americas said Ms. Deagan. It produced pot

Students join Kerrey campaign in N.H.

MANCHESTER, N.H.-The U.S. tor and Democratic Presidential candidate Bob Kerrey ned more than 200 college udents last week at his eum ters here.

The student volunteers who traveled from across the country their own expense, are part of a or-to-door canvassing project that provides them with housing and meals in exchange for their labors. Students have been work-ing for all the candidates for Presi-



Duke or Duke?



.c.-Not all Dukles lovely recemble the university's ed with the campoign bumper stickers. Both spell ouke

PORTRAIT

Fund Raiser Discovers 'Fascination' of Biography



Naomi B. Levine; "I'm a history buff, I had never thought of writing a historical study, but when I went to Oxford I wen feacingled. I thought I should try."

By ROBERT R. SCHMIDT, IR. When Naonil B. Levine began to ing in the puliey discussions. In the research the life of Edwin Manta declaration, Britain pledged supgu, nn Anglo-Jewish millionnire and ing the World War I em, she didn't plan on her work culminating in a

700-page bingmphy.

'Life is what happens to you when you're muking ather pians,' she says. "It's n wonderful philoso phy; I think it came from a John

Lennon song.' Mrs. Leving did manage not to let the hnok, Politics, Religion and Love: The Story of H.H. Asoutth. on, Bused on the Life and Letters of Edwin Mimiagii (New York Uni versity Press), interrupt her "rither luns." She is senior vice-president in churge of fund raising ut New Ynrk University, which is in the midst of a buse engited campaign.

Detalls of a Love Affair

According to Mrs. Levine, the book was purely occidental. "I had never written anything more com-plex than a legal brief."

Indeed, her eareer at NVII and elsewhere has not been as o scholar, but as an administrator and lowyer. Before joining the university in 1978 Mrs. Levine had spent more than 22 years at the American Jey ish Congress, serving as its first fe-male national executive director.

Mrs. Levine became interested in Edwin Montagu white reading a eompilation of letters detailing a love affair between Prime Minister H. H. Asquith and Venetio Stan ley, an English socialite who eventually married Montagu

As Mrs. Levine read the letters, Montagu's name appeared so frequently that she began to wonder who he way. When she discovered there was only one biography on Montagu, written in 1964 by a fam-ily member, she decided to travel to Oxford University to see if ahe eould learn more about the man, who may be best known for his atration, even though he was the only the result of major military and po-

Jewish cabinet member participatport far a Jewish state in Palestine.
"I'm n history buff," Mrs. Le-

vine says. "I had nover thought of writing a historical study, but when I went to Oxford I was faseinated. 1 thought I should try."

Rampant Anti-Semitism

Politics, Religion and Love has two focal points: the "love trionole" and the rum ount ant L-Semitium of the upper class in England during the World Wur I era.

Mrs. Levine says she won surprised by the anti-Semitic behavior. Montagu's two closest friends, Asquith and Stanley, referred to him as "the Assyrian."

"I didn't expect it amongst the liberals and well educated, soys Mrs. Levine, who is familiar with anti-Semitism through her work at the American Jewish Congress.

Montagu's parents were orthodox Jews, much to the chagrin of their son, who spent most of his life ignoring his Judaism.

According to Mrs. Levine, his marriage to Stanley, a Christian, was a vain attempt to escope his religious background and become a part of London high society. It was an attempt that failed miserably beeause he was rejected anyway.

'The Micro Approach'

Stanley and Montagu's marriage upset Asquith so much, Mrs. Lehis political downfall and to the ruination of the Liberal Par quith was so eassumed by his love for Stacley that he often wrote her more than once a day. Meny of his letters contained up-to-the minute war pions. "It shocked me to see a man of his brilliance become so wrapped up in a womon," she saya.

In the book, Mrs. Levine tries to present a different view of history. which she calla "the micro approach.

Instead of presenting history as

litical events, she wonts to show that un individuol's feelings and attitudes ean affect world events. history as does wor. "I am husking

er than a giant prism," she says. Politics. Religion and Love has received generally positive re-views. The New York Review of Books said Mrs. Levine "does credit to Montingu and tu herself," but questioned why an authur would write n 700-page hlugraphy on o persun su obseure that "It in not only the publisher but the on ther horself who has to ask on the first puge, who was he?"

The book took six years to complete-not it lung time considering that Mrs. Levine's writing was limited to weakends and vacations. For most of the research, she Imveled twice to Oxford, the second timo os o recipient of a fellowship from St. Hildn's College at Oxford.

Because of time Mrs. Levine employed two research assistanta, one in New York ond one in Oxford. "My responsi-bilities first and foremost were to NYU," ahe soys.

Ahead of Schedule

In 1985, พงย embarked on o 15year, \$1-billion dollar fund-raising

eampaign. It is ahead of sehedule.

Despite her long hours at the university. Mrs. Levine sold she could alweys make time to work on the book. "I have found in my life that there is time for onything you want to do if you discipline yourself ac-

Mrs. Levine's colleagues have nothing but praise for her work. Says Peter MeE. Buchonan, president of the Council for Advancement and Support of Education: "Her book is on extraordinary achment. That gives one an ides of how talented Norml is "

Mrs. Levine has no plans to write ony more books, at least in the near future. "Right now I'm just trying to do my job and do it well," she says.



BEFORE TRUSTING YOUTURE TO ANY COMPANY, ASK FOR SOME LIERS OF REFERENCE.

Tou put more than just your savings into a retirement company. You put in your trust and hopes for the future, too. So before you choose one, ask some questions. How stable is the company? How sound are its investments? How good is its overall financial health?

WHERE DO YOU TURN FOR ANSWERS?

A good place to start is with three independent analysts of financial companies: A.M. Best Co.; Standard & Poor's; and Moody's Investors Service. Their ratings

are widely recognized as reliable indicate of fewer than ten companies, out of of how strong a company really is.

IN THE FINAL ANALYSIS, TIAA IS LETTER-PERFECT.

TIAA received A+ from A.M. Best Co., AAA from Standard & Poor's, and Aaa from Moody's Investors Service. These ratings reflect TIAA's reliable claims-paying ability, exceptional financial strength, superior investment performand as you save for the future. and low expenses.

return and opportunity for dividends-is hover \$95 billion in assets and more

Mnationwide, that received these

CREE FOUR MORE LETTERS EVERYONE SHOULD KNOW.

For further growth potential and ersification, there's the CREF variable buity, with four different investment ounts to give you the flexibility you ogether, TIAA and CREF form the And TIAA-with its guaranteed rate of ild's largest private retirement system,



Ensuring the future for those who shape it." than 70 years of experience serving the education community. For over one million people nationwide, the only letters to remember are TIAA-CREF.

SEND NOW FOR A FREE RETIREMENT INVESTMENT KIT

Mail this coupon to: TIAA-CREF, Dept. QC, 730 Third Avenue, New York, NY 10017. Or call 1 000 040 0722 F-+ 9016



Address		
City	State	Zip Code
Institution (Full name)		
Title	Daytime	Phone ()

© 1991 Teachers Insurance and Annuity Association / College Retirement Equities Pu

Scientists who are cloning eattle have discovered a curioua effect of their technique—large numbers of giant calves.

About 25 per cent of the approximately 2,000 calves created by a new cloning technique have grown to an especially large size by birth even though they remain in the interus far a normal period of time, said George E. Scidel, Jr., r ofessor of physiology at Colorado

Mr. Seidel is the chief organizer of a symposium on cloning mammals that is being held at Colorado State

The cloned calves can be no large as 180 pounds, compared with the usual size of roughly 100 pounds for difference between the abnormally large calves and other ealves eventually evens out.

Mr. Seidel said the high proportion of giant calves, which must be delivered by Caesarean section, had temporarily dashed the hopes of companies that wanted to make precise capies of cattle that are good producers of meat and milk.
Seientists can create exact copies

of desirable mammals by removing the genetic material from the single called east in a mother and reptacing it with the genetic material from on of the cells in another animal's embryo that is at a later

developmental stage.
In effect, the scientists fertilize the egg with a nucleus from another er than with sperm Scientists are not yet sure why the mathod is creating so many giant

"This technique can't be put ou out." Mr. Seidel said.

André Schlffrin, the former adlene in chief of Pantheon Books, announced last week the hment of a new enterprise intended to occupy the middle ground between university-press

and commercial publishing. Called the New Press, the fledgling publishing house is an independent, non-profit company that is committed, said Mr. Schiffrin, to producing serious books in history, education, social policy, the unported by the John D. and Catherine T. Mae Arthur Foundation, the Rockefeller Brothers Fund, and other foundations, will be housed at the City University of New York.
"We're trying to create an

The New Press will not publish he added, but will publish-as Pantheon dld under Mr. Schiffrin's leadership-scholarly books that nre also of interest to a wider

One of the first New Press books. to be released in April, is Customs in Common: Sindles In Traditiona Popular Culture, by E. P.
Thompson, a leading British social

Scholarship



Tsianina Lomewalma of the U. of Washington: "In an awful lot of anthropological study of Indians, people assumed they didn't change over time, that they were just lumps sitting there being influenced by Europeans.

Growth of Scholarship on American Indians Brings New Insights About Native Cultures

Recent studies provide answers to questions about resilience of tribes in the face of colonialism

By CHRIS RAYMOND

Scholars in the United States are coming to a far more sophisticated awareness of the complexity of American Indian history and culture than they previously had. Some of that awareness is based on the work of American Indians themselves.

The reaearch Is providing previously unavailable insights into long-standing puzzles in the anthropology of tribes and into the remarkable resilience of Indian cultures in the face of enormous social, political, and economic pressures over the 500 years since the arrival af European con-

At the same time, the new scholarship is providing fresh insights into broader questions with which social-science and humanities scholors have been grapplingincluding such questions as the nature of resistance to colonialism, the biases in traditional ethnographies, the uses af oral histories, and the character of America's ca lonial period.

"People are very busy right now rewriting encyclopedias and textbooks abaut American Indians," says C. Matthew Snipp, o Cherokee and an associate professor of sociology at the University of Wisconsin at Madison

Preserving Their Traditions

The public's interest in American Indians can be traced to a number of factors. Among them, scholars say, are the "red power" movement of the early 1960's; the increasing interest among young American Indians in preserving their traditions and

moting an alternative vision of the Culumbus Onincentenary commemoration; and u renewed search for spiritual values among advocates of "New Age" philosophics.

"There are s lot of complicated inutives" for the public's interest, says Neal E. Salisbury, a professor of history at the National Center for the Humanities in Research Triangle Park, N.C., and author of Manitou and Providence: Indians, Euro-



Cornell's Daniel H. Usner: Debate over European "Influence" should lead scholars to examine the complexities of Indian-colonist interaction.

peaus, and the Making of New End 1500-1643.

"There's guilt in same cuses, ra zation, und a reulization that there is other side to the stury, and they're all curious about it ur ungry." he says.

American Indians themselves are an assistant professor of anthropology the University of Missouri at St. Las says that tribal historians' efforts, are grounded in oral history, religious liefs, and mythology, provide an addition voice in anthropology

Stronger Volce Expected

Some American Indians have a differ Muskugee and an essistant professord thropology at the University of Wald ton: "If there is a Native American" it's disciplinary specific and it's street in literature and creative writing." (1 cited are the works of the American writers Michael Dorris, Louise Erin

N. Scott Momatey, and James Prederick B. Hoxie, director with malian—even though a recent Mal. surD'Arcy McNickle Center for the file
of the American Indiana at Chicago
that many texts considered traditional
that increase in the number of American
thadians entering academs, he cytol
ladians entering academs, he cytol
latinguage Indian voice to enterge. In the stronger Indian vice to enterge and the way the press covered the contro89,000 A merican Indians were entered to the way the press covered the contromountain reports that 116 American
Countries at Austin. They complained that the
received doctorates that year, the
received doctorates the
received doctorates the
received doctorates that year, the
received doctorates that year, the

one session announced, to "Answering The discussion was part of a growing effort among humanities scholars in recent months to respond to vitriolic attacks on

Literary Scholars Mount a Counteroffensive

Against a Bad Press, Conservative Critics

SAN FRANCISCO

Scholars here at the annual meeting of

he Modern Language Association mount

ed what many said privately was a lung-

overdue counteroffensive against charges

that their discipline is a seedbed of "politi-

indeed, a number of the most crowded essions at the meeting were devuted not

to literary analysis, but, as the title of

cal correctness" and leftist ideology.

their teaching and research.

Whilemost of the spenkers charged their letractors with spreading gross misinformation, some also urged literature prufessers to begin considering their uwn errors.

Higher education has been clustercombed by small bits of misinformation cattered over u wide urea through TV shows, books, and newspaper columns, said Catharine R. Stimpson, dean of the graduate school at Rutgers Univarsity und spast president of the MLA.

"But my point is nut to whine nwuy ln u bomb shelter. Obviously, higher education, and the humanities in particular, have made some silly mistukes. We must admit those mistakes and remedy them as sonn as possible."

"Never mind that the criticisms have been implausible," said Stephen J. Greenblatt, a professor of English at the University of California at Berkeley. "We in the rofession have been inept in explaining to the public what we ure doing."

The most commun cumplaint valued was that the news media have recycled disortions about the teaching of literature lyst for rescorch. Pauline Turner Street that have been spread by a relatively small number of critics.

For example, Mario J. Valdés, a professor of comparative literature at the University of Toronto and the 1991 MLA president, said that in a recent 31/2-month perod when the association opposed the omination of Carol lannone tu the National Council on the Humanities-he counted 78 editorials and news articles Some American Indians have a south of a distortal and news articles view. Says Tsianina Lomawaima, 80° about the MLA. "Most often they were an elaborate fabrication of lies," Mr. Valdés

Controversy Over Texas Course

He said the press had mindlessly repeated charges that literature scholars had nesteeted to teach the classics of Western writers Michael Dorns, Louis Welt civilization in fevor of teaching multicul-Scott Momaday, and James of turalism even though a recent MLA sur-

Continued on Poge A12



time to chart out a center space, and to get beyond the polarities and the namecalling that have torn us apart."



current acrimony, stupidity, and aven lies surpasses what happaned In the good old days.



Berkeley's Stephen J. Greenblatt: "Naver mind that the criticisms have been Implausible. We have been inspt in axplaining what we are doing."

RESEARCH NOTES

- Unique photos of Earth produced from spacecraft
- Astronomers find evidence of planets around a pulsar
- Referees critical of paper when author is unidentified
- Study finds athletes engage in unhealthful behaviors



This view of Antarctica and parts of South America, Africa, and Australis was made from 21 images sant by the "Galileo" probe.

Photographa of Earth showing details never before seen from space have been produced by a scientist at Cornell University who used computers to enhance and combine Images obtained by the Galileo

Some of the photographs deplct Earth as if it were illuminated and viewed from directly above the South Pole, South America, Australia, Africa, and the mid-Pacific-an schicvement that represents the first time a space craft constructed images of the entire planet in n single day.

The images reveal subtle differences in the types and conditions of vecetation on the continents; show the watervapor content of clouds, a faature that allows scientists to distinguish between low- and high-altitude clouds; and differentiate snow from glaciers and oceanic pack Ice.

W. Reid Thompson, a senior research associate at Cornell's Laboratory for Pinnetary Studies, produced the images from data acquired by the Jupiter probe's orbit of Earth on December

The Galileo spacecraft, which is expected to reach Jupiter in December 1995, passed within 560 miles of Earth's surface in December 1990 and is scheduled to pass Earth again in December 1992, bringing it to within 190 miles of the planet's surface.

Mr. Thompson, who is also an assoclate interdisciplinary scientist with the Gollleo project, said the spacecraft's ability to view large areas of Earth's surface in the visual and neer-infrared spectrum was unique end not possible with any satellites.

Using map-projection software developed at Comell and combining images. Mr. Thompson added colors to the photographs to distinguish subtle differences in the absorption of wavelengths that corresponded to differences in vegetation and In anow, ice, and water vnpor. He released the phutographs at a recent meeting of the American Astronomical Society.

Mr. Thompson said the cumputer techniques he used to produce the photoprimbs could prove useful in monitoring the earth's environment with remote-sensing spacecraft.

"We could monitor effects of human activity and climate fluctuations." he said, "such as the extent of ice caps and glaciers, distribution of various types of vegetation, dastruction of rain forest. growth of descris, and su on."

While the photographs provided an Important test for the Jupiter pruhe's capabilities, scientists at the National Aeronautics and Space Admissistration who have been unable to unfurl a stuck nntenna shourd Galllea fear the spacecraft could be prevented from sending data on Jupiter and its sulellises back to Earth. A NASA official said the jummed antenna should not affect the spacecraft's ability to relay data while it is relatively near Earth.

-KIM A. McDONALD

Two satronomers say they have uncovered the strongest evidence yet of a planetary ayatem outside the solar system.

The two scientists report in the January 9 issue of Nature that radio signals from a neutron star, known to astronomers as PSR1257+12, suggest that it is encireled by two or possibly three plan-

The discovery by Alexander Wolszczan, a senior research associate at Cornell University's National Astronomy and Ionosphere Center, and Dale A. Frell, a postdoctoral fellow at the National Radio Astronomy Observatory in Socorro, N.M., follows the claim, made last July by a team from the University of Manchester in England, of a single planet orbiting another rapidly rotating Continued on Page All Research Notes

neutron star emanating radio puls-

Continued From Page A8

Scholarship on American Indians Brings New Insights

Bancroft Prize in 1990.

world integrating the two cultures;

show the ways in which specific

One recent line of research has

oroused considerable controversy:

that of the influence of the Iroquois

nation's legal concepts on the U.S. Constitution. Historians agree that

the Founding Fathers had consid-

erable interaction with Iroquois

leaders and some familiarity with

the tribes' "Grest Law." but they remain divided over the merits of

research ciniming that the founders incorporated Iroquois legal pre-

Scholars not directly involved in

the dispute say that It arose in part

of the term "influence," and in

becsuse of conflicting definition:

part as a backlash from some histo-

rians who felt the claims, publi-

cized during the 1987 celebration of

the Constitution, amounted to

nothing more than "political cor-

cepts into the Constitution.

ond a number of biographics that

Indians influenced Europeans.

A Question of 'Influence'

the latest year for which figures are

Mr. Salisbury and other scholars say, however, that intellectual trends, more than public awareness or demographies, have influenced academie research about American Indians

Many say that, for a number of is the author of the 1989 book, The reasons, most of the blossoming in Indians' New World: Catawbas new research on American Indians and Their Neighbors From Eurohas occurred in the field of history.

First is the growth, over the last 30 years, of scholarship on America's columin period, and a more recent restization that, in Mr. Salisbury's words, "practically nothing" in that field was being written abont American Indians.

That is beginning to change.

Mr. Snlisbury says that even though the "standard formulas" about Indian sovages and European civilizers still hold sway in much scholarship material on American Indians is now "high up on the reading lists of graduote students." and students can find dissertation upervisors familiar with American Indian research.

One of the leaders in such research is James Axtell, outhor of several books of American Indian nistory, including The Invasion Within: The Contest of Cultures in Calonial North America, the first of a planned three-volume series.

"Whatever the different

interpretations, the direction in the last 20

years is that indians are now seen as actors on

the historical stage."

in those volumes, Mr. Axtell, a professor of humanities at the College of William and Mary, Is undertaking an "ethnohistory" of the French, British, and Indian cultures of North America after Columbus arrived.

Disputes Over Land Claims

Many scholars soy that ethnohistory, which combines onthropology and history, prose from the study of American Indians prompted by legal disputes over Indian land cloims. Enriched now by the contributions of social histories of English and American coloniats, ethnohistory Is holding out the promise of disentangling cultures that had once been lumped together as "European" or "Indian." That should shed more light on the nature and outcome of interactions between specific groups, such as the French and the Iroquois, some acholors say. Others, such as Mr. Salisbury, question whether "ethnohistory" as a term may have the unintended consequence of placing the study of American Indiana in a special, and hence ignorable, category for non-available, the status of those doing

The influence of social history, with its emphasis on studying the lives of common people, and the increased status of history of the search on American Indians. ly to assert control over the con-

duct of research into their culscholars say.

My sense is that, whatever the tures—have led to uneasy relations different interpretations," says between some anthropologists and James H. Merrell, a professor of American Indians. Scholars say that some of their peers, reluctint history of Vassar College, "the direction in the last 20 years is that to become advocates in ludiums' Indians are now seen as actors on political battles, have shied nwny from research on contemporary the historical stage." Mr. Merrell American Indian communities. But American Indian authmpnl-

ogy never completely disappeared, and intellectual developments in nem Contact Through the Era of the field have helped to revive in-Removal, which was swarded the terest in the specialty, scholars That direction has led to such ssy. Chief among those developments are the critique of traditional books ss Daniel H. Usner's Indians, Settlers, and Slaves in a Fran- ethnographies that glorified "pare," shoriginal cultures and a tier Exchange Economy, a social history of life in the lower Missisgrowing interest in studying ethnicsippi Valley; Richard White's The ity, the active reconstruction of Middle Ground, which posits the culture, and resistonce and accommodation to colonislism. rise not of a European world imposed on Indians, but of a new

Affected by those trends, anthropologists are looking at the esn Indian cultures through a new lens, scholars say.

Por example | Oretto Fowler :: bals, Contested Meanings: Gros -speaking tribe.

Other scholars, such us Mr.

Hoxie at the Newberry Library. are beginning to look at the experiences of Indians after they were moved to reservations.

Still others, including American ludians themselves, are compiling dictionaries of Indian languages and granupars or developing new translations of previously pub lished Indian oral histories and biographies, which place American

"For a long time, it's

lust been a cataloguing operation. Now research

will be more

than a taxonomic exercise."

Indian figures in broader cultural and historical contexts Of one such effort by an Indian

scholur, Alfonso Ortiz, Ms. Blu changes and continuities in Ameri- says; "His work has provided a wonderful revealing of the Tewa

In the view of Mr. Snipp of professor of anthropology at Indi- Wisconsin, sociologists and other ana University, in Shared Sym- social scientists have yet to devote much effort to studying Amer-Ventre Culture and History, 1778- join Indians, in large part because 1984, examines 200 years of re- of their perception of the small working of traditions among one size of the American Indian populution.

"Where American Indians tit or

social science was at suite heading for the museum.

Mr. Snipp, who is the adwhat is considered the act. tive book on America demographics, America L The First of This Land.

A Couning 'Revolution'

dication of the growing was:

search will be more that

es, or pulsar. PSR1257+12 was discovered in Nonetheless, scholars pe February 1990 by Mr. Wolszczan, such significant sociological as that of the Americal. who determined that the pulsar spins on its axis once every 6.2 milscholar Russell Thomas liseconds. In addition, systematic variations in the timing of its radio alrew attention to the many of Indian population whele pulses, which were measured by Mr. Wolszczan and Mr. Frail using Emrapeaus; and of Stepal nell, who, in The Returnder a radio telescope ut the Arecibo tive, throumented the rebits Observatory in Puerto Rico, suglitical self-determination a gested that the pulsar was wob-American Indians

bling in space. That indicated to the two scientists that two or more planet-sized companions orbited it. Forthermore, Mr. Sage other sociologists and designification have documented the

According to their calculations. two of the plonets are each about increase in people ideal three times us massive as Earth and themselves as America le complete a full revolution in a ciron the decennial cession cular orbit around the pulsar in 67 days and 98 days, respectively.

The scientists say their dota also rather than an increase at suggest the existence of a third rates, says Mr. Snipp. planet that orbits the pulsar onec a He says he now seems year, but additional mensurements "revulution" in how thehe, of the pulsar's wobble are needed sciences characterizes had to confirm this possibility.

Mr. Wolszczan said the pulsur

He said it had been formed in a star explosion about one hillion years ago that left o rupidly spinning, dense core that became the

As a result of the explosion, he ... added, it was unlikely that the plan-Frederick E. Hoxle (Universe) ets could have retained un nimos

Ins impaired or summer to the control of the control of conquest, by Red. a scholarly paper—and editors feunings (University of New less likely to accept it for publication-when Its author's identity is not made known to re viewers, according to a study of

reviewing practices.

Obscuring un author's identityknown as double-blind reviewing, because the author and the review er are unaware of each othor's tity-is the practice at 27 of 76 leading journals in the notural und social sciences and history, reports Rebecca M. Blank.

In the December issue of The merican Economic Review, Ms. laok, an associate professor of sconomics at Northwestern University, reports the findings of an timent she conducted at the request of the editors of the review. From May 1987 to June 1990, vis. Blank randomly assigned each of 1,498 manuscripts submitted to the journal to undergo either dou-ble-blind or single-blind review. In he latter case, reviewers ore aware If the author's identity and instituaffiliation.

Ma. Blank also surveyed 2,538 referees of the submitted papers to rtain their institutional affilition and ability to identify a par's authors.

Ms. Blank reports that besides wering overall acceptance rate editors, double-blind reviewing creased referees' ratings of aln types of papers: those sublitted by authors whose economriments ranked in the mid range in overall quality. Simi-

larly, referees' ratings decreased for papers from authors from forcian countries or non-neademic in-

The study also found that donhle-blind reviewing did not greatly increase the acceptance rate of pupers by femule economists. Some critics of double-blind re-

viewing, says Ms. Blank, argue that a clever reviewer always can guess the author of an anonymous paper. In her study, nnly 45 per cent of reviewers could do so. -CHBIS BAYMONN

College athletes are more likely than non-athletes to en-

at Los Angeles medicul school

are healthier and more attuned to behaviors." They declined to their overall well-being," said name the institution.

James C. Puffer, chief of the The survey, the f school's family-medicine division study to examine hehavior differand a former head physician for the ences between collegiate athletes U.S. Olympic team. "Participa-tion in sports, however, often causes additional emotional, physical, and mental stresses that those amounts of alcohol in a single sit involved in the health care of athletes should be aware of."

In the December issue of The Journal of Family Practice. Dr. Puffer and Aurelia Nattiv an assistant clinical professor in the school's family-medicine division,

gage in behaviors that put their report that their survey of 109 cnl-health at risk, according to a lege athletes and 110 students not study conducted by two research- involved in intercollegiate sthletics ers at the University of California at "a major collegiate institution showed that athletes had a signifi-"It is often assumed that athletes cantly higher proportion of "risky

The survey, the first published nthletes to consume excessive ting 154 per cent compared with 36 er cent), drive under the influence of alcohol or other drugs (39 per cent compared with 12 per cent), or ride with an intoxicated driver

Athletes were also less likely than non-athletes to use scat belts,

and to use helmets when riding a hieyele, moped, or motorcycle. When asked about their sex practices, the survey found, athletes re ported having more sexual partners than non-athletes and were more likely to report that they had engaged in sex without using contraceptives. They also had a higher incidence of sexually transmitted diseases than non-nthletes.

The researchers said the 109 athletes in the survey represented a variety of sports and included near ly coust numbers of male and female participants. Dr. Nattiv, the principal investigator for the study, said she believed the results were not unique to the university they surveyed. She hopes to participate in follow-up studies at other insti totions.

Program Your Students For Success.



(For Less.)

North America's Leading Accounting Software Is Now Available To You At Greatly Reduced Prices Through Our Special Educational Discount.

Here's your assignment.

Take advantage of CA's special educational discount on The full line-up of ACCPAC® accounting software solutions for Windows, DOS and Mac. By using them in the classroom, you give your students valuable experience with accounting software corporate America uses.

There's ACCPAC Simply Accounting of Windows or Mac, the small-business accounting software that's easy to learn and easy to use. Or ACCPAC BPI, specifically designed for growing businesses. And ACCPAC Plus, North America's leading high-end accounting software, with 10 integrated

modules including complete payroll and sophisticated job-

Many are supported by supplemental materials from leading publishing houses. And they all come ready to use with sample data for immediate journal input.

For more information on the ACCPAC family of accounting software and your

special educational discounts, call I-800-MICRO90

COMPUTER SSOCIATES That's all for today Class dismissed

Mr. Usner, an associate profes-

sor of idatory at Cornell, says the diapute is unfortunate, because the research should alert scholars to look at the complexities of interactions between Indians and colo-

In contrast to the proliferation of historical scholarship, anthropologists say their discipline is just recovering from decades of stagnant interest in American Indians.

Says Ms. Lomawaima of the University of Washington: "In an awful lot of anthropological study of Indians, people assumed they didn't change over time, that they were just lumps sitting there being influenced by Europeans,"

Uneasy Relationa

Ironically, anys Karen Blu, an associate professor of anthropology at New York University, "In earlier days, American Indian studies was at the core of our discipline." But she and other anthropologiats say that as grants for field work overseas became widely anthropology in North America and the "romantie appeal" of American Indians—declined

More recently, efforts by many Indian tribes to regain ownership American West and of oral history have also combined to boost read artifacts—and, more general-

American Indian History and Culture: a Reading List

IN THIS ARTICLE

American Indiana: The First of This Land, by O. Methew Snipp (Russell Sage,

The Indiane' New World: Catavobe and Their Reignhors from European Contact Through from European Commercial by James the Era of Removel, by James H. Marrell (University of North Carolina, 1989)

Indians, Settlers, and Sizes in a Frontier Doblange Economy. The Lewist Mississippi Valley Settler 1793, by Doniel H. Uarar, Jr. (University of North Carolina Press), 1362).

Middle Ground

(Oxford University Press, 1982) The Middle Ground: Indians, Empires, and Republics in the Great Lakes Region, 1850-1815, by Richard White (Cambridge University Press, 1991)

The Retite of the Native: American Indian Political Resurgence, by Staphen E Cornell (Oxford University

ress, 1988) Hazed Symbols, Contested Meaningst Groe Ventre Culture and History, 1778-1884, by Loretta Fowler (Cornell

University Press, 1987) OTHER PREQUENTLY CITED BOOKS

American indian Hologistat and Sigvirul: A Pepulation History Since 1482, by Russell Tibration (University of Oktahoma Press, 1987)

Indiana, Europeana, and the Making of New England, 1500of Nebiuska Presa, 1984 ; phere,

The Invasion of America Carolina Press, 1975)

> BUING COMANCHE



The Sharenes Chicago Chicago Chicago Editunds Chicago Chicago

Literary Scholars Respond to Conservative Critics

Continued From Page A9 with a leftist ideology, but played out to different audiences." down eriticism that university administrators violated academic norms in canceling the course.

Gregory Jay, a professor of English at the University of Wisconsin at Milwaukee, said that "the mediu flap over the universities must be wen in the context of the general retreat from critical reporting witnessed under the Reagan presiden-

Nevertheless, Mr. Jay warned, "whatever the merits of our gripes. and I think they are, in some cases, considerable, academic critics should not respond to their recent shellacking in the press by self-rightenusly hashing the media."

'If we feel misunderstood, much of the blume hus to be our

Mr. Juy urged scholars both to present their research to the public more clearly and to bring it to bear more directly on current social and cultural problems.

4 Principles Proposed

Berkeley's Mr. Greenblatt proposed four principles that he said scholars should articulate to the

"Intellectual work matters." "We are members of the Modern Language Association and not the Nationalist Ideology Associa-

"The assuult on the profession for betraving the classics is itself a beiraval of the classics. And the

"We are members

of the Modern Language Association

and not the

Nationalist ideology

Association."

irony of this attempt is that in the name of preserving the classics, it would netually turn them into dead letters."

"Trndition and innovation must work together."

One group founded lost fall that is trying to speak to the public in this way. Teachers for n Democratible way. Teachers for n Democratible failure of the public schools. ic Culture, discussed some of the strategies it hones to use to counter conservative criticism of cendeme. Here scholars sidetrack them from At its first gathering, held in confunction with the MLA meeting, race, class, and gender, nearly 300 literary scholars discussed such strategies as recruiting members from other disciplines, ducing a packet of readings on such issues as tha debate over reforming the literary ennon.

Some scholars at the MLA eonvention warned, however, that simply communicating their research to the public more effectively would not enswer critics: They said literature scholars should also reconsider some of their own research and tooching practices.

In particular, saveral scholars criticized what thay said were excesses by both the right and the left in recent battles over culture.

on her colleagues "to create of

She said some graduate programs had been guilty of neglecting lyzed the internal structure of texts said. leaching, while some women'sstudies programs had slighted the literature in o historical context. interests of conservative women. She also took humanists to task for critics today attack scholars for critical thinking skills, while for- "outside academe that's what peocsl thinking alone."

learning," she added.

Ms. Stimpson said that humanists should publicize their accomplishments-most notably the expunsion of knowledge about previ- don't have bibliographic materioosly neglected groups and their literatures, and about soch subieets as composition and rhetone-and pay more attention to problems like shrinking public and print, while biographies, collecprivate sopport for the humanities tions of letters, and the like that tion were angry at the focus on litand wirlespread illiteracy.

"Who cures about the content of the eanon if no one reads and ev eryone thinks 'canon' is a copier'!' she asked.

'Narrow Ethnocentrism' Feared

Henry Louis Gates, Jr., a profes- are scheduled for release this sor of English and chair of Afro- month, but publication dates-American Studies at Harvard University, said: "I'm tired of crazy of pages-are sometimes approxipeople on both the right and the male and are subject to change left. It is time to chort out a center space and to get beyond the polari- offer discounts to scholars and to ties and the name-calling that have people who order in bulk.

Mr. Gates criticized conservatives for ignoring multicultural topies ond "forgetting that ours is o world ulready fissured by ethniclty, roca, class, and gender."

But he also cautioned against a "narrow ethnocentrism" that would study the literature of particulnr groups, such as black Americons, exclusively and in isolation.

"We must resist the tendency to cast the debete today in terms of the West versus the rest." Mr. Gates said. "Phiralism sees culture as dynamic, not the fixed property of groups."

ANTIROPOLOGY

Heath and Development in a Busyl Knope.

Heath and Development in a Busyl Knope.

Lama Philithinia: 216 peace; 188. 361. Peace.

The Sead and the Solil Gamel and Observation of the Company of the He also charged that while liternry critics have viewed debates about the eurriculum as a form of politics, they have ignored such 'real social problems" as the dis-

Other spenkers warned against letting the recent attacks on literomulticultural resenrels on ethnicity,

Cathy N. Davidson, n professor of English at Duke University, said that while critics of current scholpublishing a newsletter, and pro- arship say it divides what was once n unified American culture, neither culture nor seholorship was ever homogeneous or uncontented.

She reported that a survey of the nrchives of the journal American Literature, which was founded in 1928 and which Mr. Davidson eoedits, reveals that "none of our current acrimony, stupidity, and even lies surpasses what happened in the good old days."

She noted that the current debate over multiculturalism was no more heated than the friction in the 1920's and 1930's between critics Ruigers's Ma. Stimpson called who studied the literature of differ regions of the United States.

volving center" that woold "reach Nor is it much different, she added, from the feud in the 1950's between anyone—there's far too much self-styled "new crities" who ana- work to be done," Ms. Davidsan and historical critics who placed

Ms. Davidson said that while culturalism sells."

We have a new canon. But we way it is produced and received. als" for multicultural resenreh. works of mony nuthors of interest to scholars today are still not in said.

Compiled by NINA C. AYOUB

The following list has been com-

piled from information provided by

the publishers. Most of the books

as well as prices and numbers

without notice. Some publisher

ART AND ARCHITECTURE

AMY ANO ARRESTITUTURES OF Discourses, Name And N

GLASSIDAL STUDIES

Quession, STUDINGS
Community and Sensity in, Romens Inday, by
Stophen I. Dryent Indens Reports: Users
Stophen I. Dryent Indens Reports: Users
Stophen I. Dryent Indens Indensity Studies
Indensity Stophens Indigens Indensity Studies
Indensity Studies Indigens Indigens Indensity Indensity
Research Type Sensity Indigens Indigens Indigens Indensity Indigensity
Indian Indian Press, 73 o pages
Indian Indi

and the second

ANTERDODAL DAY

explore the lives and work of newly erary polities. Speaking from the discovered authors still need to be

audience at one session, Anna Ba-Inkian, a professor of English a New York University, contended "There isn't time to exclude that "no other discipline, in s mtinnal convention, would spend so much time discussing political is

Anger Over Meeting's Focus

Houston Baker, Jr., director of program," she said. the Center for the Study of Black concentrating on leaching students studying multicultural literature, Literature and Culture at the University of Pennsylvania and the getting that "we cannot have criti- ple are reading." She said a pub- 1992 president of the MLA, suid he lisher recently told her, "What you was critical of conservative schul-"We want a sense of what's a guidenies endl multiculturalism, good and but—of what is worth we call the world we live in: Multigle Western cultural tradition, and liberal scholars who pursue an ma-"But all is not well," Ms. David- proach that he suid simplifies culson udded. "We have an audience. ture by overgeneralizing about the

"We must avoid a foture of American cultural studies stripped She pointed to the fact that the of the force and specificity of different American traditions," he

Some participants in the conven-

OGMMUNICATIONS

Playing with Pews in Moviae, Television, and Video Gamesi Prom Muspeet Bablas to Tanangs Mediant Mijet Turlidas, by Mediant Mijet Turlidas, by Press; 277 pages; \$22,00. Discusses consultive, social, und commercial in spects of children's experiences as consumers to media "super systems"—letrooniced movies, carigons, video games, in heade prixs, and spin-off teys.

SOONOMICS .

COMMUNICATIONS

GOONGMEN

Indea Ilbanisalista and Bosonila Guordh

Blass 1850, by Charles M. Backer, Ich

Blass 1850, by Charles M. Backer, Ich

Light Heights University Press;

Light Heights University Press;

Light Heights University Press;

Light Heights University Press;

Light Heights Light Lights Lights Lights

Res accessited and aftern development,

Press Polley and Ecosonile Development, by

Richard M. Biol (John t (Volin) Library

Richard M. Biol (John t (Volin) Library

11,55 pressted, Analyzes to, policies

a Culembia, Egypt, Indusenta, Jammics,

Breast, and burd develochina countries.

ENVIRONMENTAL STUDIES

Reconstructing Large-Saale Climplic Pat-terns from Trae-Ring Deter A Bingmentic Analysis, by Harold C. Frilis 1 University of Arizans Press; 286 pages; 560). Dis-cesses a method for reconstructing 400 years of North American climeto history from Ires-ring dete.

FILM STUDIES .

Natrated Films: Storytelling Siluctions in Clanam History, by Avrom Fleishman Johns Hopkins University Press; 216 pages; 534,95). Examines five forms of claematic spoken and written storytelling litrough discussion of six pairs of films.

NEW SCHOLARLY BOOKS including Sunset Bordevard and Orphes and Rashomon and Zelin.

"I am deeply disappointed in the

Ms. Balakian added that may

sessinns at the convention seemed

hinsed in favor of dealing with it-

such as race or gender, and neglected more traditional analy-

they would have liked to see more

sessions with open debate between

servitive critics, the overwhelming

mujority of those in attendance in

Their conservative critics, they

said, are the ones who have been

literature professors and their con

ses of literature. While a few other scholars said

OSOGRAPHY

OLOGRAPHY

Titled I Happs and Piseminas Tha Genedish
1845, by Firit Has, MicRill Quant
1845, by Firit Has, MicRill Quant
U.S.S., A Study of Canadhas widely at
U.S.S., A Study of Canadhas wockey at
times at the actification of Uppers and to
er Cunnois Tuckey's Chestric and Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Quest's University
of Canada, 2875-2800, by Key J. As
derson 1 McGill Quest's University of Interior Canada, 2875-2800, by Key J. As
derson 1 McGill Quest's University of Interior Canada, 2875-2800, by Key J. As
derson 1 McGill Quest's University of Interior Canada, 2875-2800, by Key J. As
derson 1 McGill Quest's University of Interior Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill Question
in Canada, 2875-2800, by Key J. As
derson 1 McGill

HISTORY

Histoffor Commentation States (Nistery Official bears and Respaniesles, by Clercent Lividier (University of Tecnoses from 18th passes, 123-5.6 inerformers, 18th passes, 124-5.6 inerformers, 18th passes, 124-5.1 inerformers, 18th passes, 124-5.1

Addresses of Publishers

Bucknell U. Press, Associated University Presses, 440 Forsgats Drivingrahury, N.J. 08512

owgroup, R.J. 08512 Octobel N. Press, P.O. Box One. Chathem, N.J. 07928 Octobel N. Press, 124 Roberts Piaco, Hitnas, N.Y. 14851. Refrieigh Dielekone U. Press, Accolded University Presenta, 440 Por gate Drive, Crahtury, N.F. 08512 Sayle Spelere U. Press, 701 West 40th Street, Sulte 276, Ballinets

U. of Address Press, 1280 North Park Avenue, Sults 102, rossess 89719
U. of California Press, 2120 Bertaley Wey, Serkeley, Cel. 24720
U. of California Press, 2803 South Ellis Avenue, Onleage 90037
U. of Debress Press, 344 Cpringste Orive, Cranbury, N.J. 08512
U. of Sevings Press, 1440 (Springste Orive, Cranbury, N.J. 08512
U. of Sevingste Press, 1400 (Sec. 30502
U. of Mespachisests Press, 1800 (Sec. 1998)
U. of Sevingste Press, 1901 North 171 Bytest, Lincoln, Nob. 08585
U. of Sevingste Press, 1901 North Palleded Avenue, Pittaburgh 2500
U. of Philosophy Press, 270 Annual Palleded Avenue, Pittaburgh 2500
U. of Philosophy Press, 1902 (Annual Palleded Avenue, Pittaburgh 2500)
U. of Philosophysic (Sec. 1902)
U. of Philosophysic (Sec. 1903)
U. of Philosophysic (Sec. 1904)
U. of Philosophysic (

Scholarship Scholarship

dicated that they were tired of the bad press their discipline had been

Scholarship

thioriest of Delaware Press: Me

stillistic of the Earlich

special state of the Earlich

Earli

Beauses the Canadom public cities, when the canadom public cities, and provide canadom public consideration of canadom public consideration of canadom public consideration of canadom public consideration of canadom public consideration canadom publication and public cities. And publication consideration consideration canadom publication and publication consideration canadom publication consideration canadom publication consideration canadom publication canadom publication canadom publication canadom publication canadom publication canadom canadom publication canadom publication and can

HEIGHT OF BOIENCE

shared Royalogui in Piscinsalesi Artiqui-ty by Most 1. Greene Unhos Hopkins Garendy Press 112 pages; 524, 951. Dis-custs to yalo of the descriptions of taland obscomens contained in Expe-tion of the Comment of the Pro-ists of the pre-classical era.

Allow the reset West: A Post-Jungfan Appool to Safkaseque Horstone, by Amass White: A Post-Jungfan Appool to Safkaseque Horstone, by Amass White: A Safkaseque Horstone Horstone, 1888 to 1888

Character and Connelcuaneas in Eightonath-Conducy Comic Fiellon, by Elizabeth Kraft University of Georgia Press, 218 pages; \$351. Analyzes the relationship amone counclustrates, character, and nerestive in larren's Cevilin, Heidsing Yran Johns, Lennox's France Quienter, Smallell's Progratic Fields, and

S38.50. Draws parallels between the Araalkion and Catholic determes of Christvice of Person and Catholic determes of Christcut presence in the Eurharist and representations of physical and systimat rescut in the switch of from British person.

In the Catholic of the British person.

In the Catholic of the British person.

In the Catholic of the Catholic of Catholic

liction.

Imagining Language is America: From the
Imagining Language is America: From the
Ravolulion to the Civil War, by Michael
P. Kranter Princeton University Press;
241 pages; 5351. Analyzes the rhetoric of
late 18th- and 19th-century writines on

inu's Tout Journe, Leanne's Nounde (Juneau, Smidhlet's Peregarke Pickle, and Carlind Tauribus; Proceedine Pickle, and Carlind Tauribus; Pronch and Rithic Grandman, Park Lower Corned University Press; 260 pages; 260 pages inte 18th- and 19th-century writings on language.

This Importance of Chaucar, by John II. Fisher I Southern Illinois University Press; 213 pages; 322-501. Earlows the English writer's significance in Western culture: arates, among other things, that Henry V and the Lancustrian povernment promuted Chaucer's poems as examples.

alar Fasikish writing.
The Intesat Thomos in Literature and Leg-sad: Fundamentals of a Payohology of Library Crasibles, by Utin Hank, translut-ed by Gragory C. Richter 110th as Huykins University Press. 672 pages, 5651. Pres English translation at the Austrian psy-

University Press; 672 mass; 563. Press; 567. Employment of the Australia new facilities and the Australia new facilities and source (1972), noverto, on the Challenge and Super (1972), noverto, on the Challenge and Super (1972), noverto, on the Challenge and the Australia new facilities and the Australia of the

Musle in the "Nashbwanhan," by Paul Du-cies (Heir Lamp Pullshing; IR) puges; \$18,591. A study of musleal allusions, study of musleal allusions, undatabas, and forms in the German nov-tures, the pauling of the study of the identity has been the subject of much scholarly specialtion. The puges of much scholarly specialtion. The puges of the register of the subject of the purpose in Major Traggallas, by A. K. Harmannier (Uni-versity of Delaware Provs.) 102 pages; \$22,301. Usuaine: Brave 17 Pathols. He Citasyriver of Bronta, and other works the culy reign of James [1].

written by the English playwright during the curly rein of James 1. Point of Viaw in Flotton and Film: Focus on Jahn Fowlan, by Chorles Gurrad (Peter Laure Pablishine: 147 pages; \$53,951 Discusses film aduntations of three of the contemporary English writer's novels—
The Collector, The Magens, and The French Literature Viewnan.

From h Lieutemant's Woman.
Polliliae, Plagias, and Bhakaspaara's Theator: The Stuart Years, by Leeds Burroll
Cornell University Press; 288 mages;
\$34,951. Examines Shakespeure's work
during the decade after the accession of
James 1 in 1605, a period of plague out-

Power and Punlahmant in Boott's Novala, by firmer Beiderwell (University of Geor-gia Press; 172 poses; \$301. Armes that Sur Continued on Fedinalma Page



Choosing TDA investment options. One on one.

Your employees can have the free-dom to select their own retirement plan investment mix. With VALIC's Independence Plus program, we can tailor a tax-deferred annoity

Diversillention.

The Independence Plus portfolio offers the diversity of nine mutual fund investment options and two highly competitive fixed rate options. With the help of a VALIC represen-tative, your employees decide which investments best suit their needs.

What'n more, we provide a toll-free number that allows them to switch among funds with just a hone call. Plus we offer provisions for Isy free loans.

Strength and stability. VALIC has specialized in qualified retirement plans and tax-deferred

With over \$11 billion in asseta, VALIC ranks in the top 2% of America's life insurance companies We maintain 17 regional service centers nationwide. And we carry A.M. Best's A+ (Superior) rating—

Personal service.

Our representatives can certify the maximum annual contribution amounts for every employee, and perform peycheck comparison and retirement needs analyses, as well

ss cash value projections. So make the choice that gives our employees real flexibility in ielr retirement investments. Ask for our brochure on selecting the ight options by calling VALIC nt 1-800-22-VALIC



An American General Company

and special Banks

TESTING FELLOWSHIP SERVICE PROGRAM

William H. Angoff, Directo

Educational Testing Service invess applications for the ETS Postdoctoral Followship Program PROGRAM

Up to to a Follows will be selected to conduct assession in association with ETS staff in Princeton, Liew, Jessey, in one of the following areas psychrotropy, offucation, psychorrotrop; staffsick obtained as consistent, or viscolarity designs, disconding ledochology, morely assess, losters (bases, or policy produce and explicit good of the program is to increase the number of control and minoral productations and conductional measurement and claim for the control and minoral productations and conductional measurement and claims for the minoral conductions.

September 1, 1992, through June 30, 1993 (10 months).

STIPENO

GOALS OF THE PROGRAM

To provide research expertunities for recent inwindees of the doctorate in the fields indicated

\$27,000 for the 10-month period. Fellows and their femilies will be relimbursed for relocation repersors up to \$1,500. SELECTION

WHO SHOULD APPLY

HOW TO APPLY There is no special application form.

Applicants should submit:

A resume of educational and you history, honors, meetids, etc.

A resume of educational and you history, honors, meetids, etc.

A detailed description of research interests and experience plus a description of the nature
of the present the applicant is interested in pursuing musing the followarile yees (about thee

pages). Names, addresses, and selephone numbers of three moviduals who are willing to provide

recommendations for the applicant.
Transcripts, both undorgreduate and guaduate.

Applications for 1992-93 must be received by ETS on or before February 1, 1992, All applicants will be notified by April 30, 1992.

The most of a state of the following and Droct required material and inquiries to: Margaret B. Lumb, met stop 30-B, Educational Testing Sorvice, Princeton, NJ 08541-0001, tolephone 609-734-1124

1992-93 EDUCATIONAL NATIONAL OF EDUCATIONAL NATIONAL ASSESSMENT TESTING PROGRESS (NAEP) SERVICE VISITING SCHOLAR PROGRAM

Willem H. Angolf, Director

PROGRAM (1) SEASON AS ASSOCIATION SANCTION OF SEASONS Once two scholars with is adected forconduct their own studies, using the MAEP delabase, with eccess to enter MAEP and other El Erescanch staff. Suddee should pertain to educational policy or measurement lesues having an impact on Black, Hupanin, or other minorly students. An explica goal of the program is to increase the number of women and minority professionals in

DURATION ASSESSMENT AND ASSESSMENT AND ASSESSMENT September 1, 1992, through June 30, 1993 (10 months).

stunities for achoises in the fleids indicated above

STIPEND A REAL OF A STORY OF A STORY OF A STANDARD OF A ST pendiesot in relation to the scholar's compensation at the home institution. Scholars and their nities will be relatioused for relocation expenses up to \$1,500.

SELECTION (AND IN AN INDICATE A PROCESS AND ADMINISTRATION The main criterion for selection will be acholarship, Affirmative action coals will also constitute

WHO SHOULD APPLY A COMMUNICATION OF THE STORY OF THE STOR The program is open to any individual who holds a declarate in stelevent discipline and provides evidence of interests and prior research portaining to the aducation of miscrities.

HOW TO APPLY A COMMENT OF A STATE OF GLOBAL STREET, STATE OF

Agricants should submit:
A resume of educational and job history, honors, awards, etc.

A detailed description of respects histerest and experience plus a description of the nature
of the research sits opplicant is interested in pursuing during the appointment jabout tree

pages).

Name, addresses, and telephone numbers of three individuals who are witing to provide recommendations for the applicant.

Transcripts — undergraduate and groduate.

Applications for 1992-93 must be received by ETS on or before Pebruary 1, 1992. All applicants will be notified by April 30, 1992.

CONTACT CONTAC Direct required materiels and inquiries to: Margaret 8. Lámb, mail stop 30-8, Educational Tasting Service, Princeton, NJ 06541-0001, tolophone 609-734-1124.

UNIT FOR CRITICISM AND INTERPRETIVE THEORY

University of Illinois at Urbana-Champaign

FELLOWSHIP

The Unit for Culicism and Interpretive Theory of the University of Illenis at Urbsea-Champaign eanounces à posidociora lellowship otoptam. The program is opan to applicants who hold a doctorate in any nres of sciences and whose research includes an important theoratical

PROGRAM

1992 EDUCATIONAL SUMMER PROGRAM

TESTING IN RESEARCH FOR SERVICE GRADUATE STUDENTS William H. Angolf, Director

Educational Testing Service (ETS) Invites applications for the ETS Summer Program lot

PROGRAM WESTER PROFESSIONAL STREET

TRUCCIONN
TO graduate students will be selected to participate in ongoing research projects under topsiculate students will be selected to participate in ongoing research projects under specification of ETS sentic stell in one of the following enset: psychology; education construct, setalistics, declaration, account projects and the setality of personal projects of the projects and the program least for eight vertex fluency.

DURATION (SCHOOL PROPERTY TO PROPERTY OF THE PARTY OF THE Monday, June 8, 1992, through Friday, July 31, 1992 (eight weeks).

oletion of 40 or more graduate credits in a doctoral program emphasizing one of the a specified above.

STIPEND THE STREET, SHE STATE OF THE STREET, S Dior the eight-week period with a supplementativing a

TRAVEL 并积达证明等所接受的统治处约证明统明的分子的 Participants and their families wit be reimbursed for round-trip travel expenses from their universities to ETS.

SELECTION 《新统治》第二個學術學學學學學學學學學學學學學學 election will be acholership and match of interests with participating ETS staff time action goals will also constitute a criterion in selection

Applications must be received by ETS on or before March 1, 1992. All applicants will be sollified by April 30, 1992.

CONTACT TO THE PROPERTY OF THE For application meterials or information, contact: Margarel B. Lamb, Educational Testing Service, Princeton, NJ 06641-0001, phone 609-734-1124. **NEW** SCHOLARLY BOOKS

Scholand

Continued From Preceding Pass
Walter Scott's novels had a similar
Impact on the general debate overeas
and punishment during his lifetimetty
18321.

The Proudent Full Price Association of Memorials of Memory, by Christic Medical Magnetic Price Association of Memory, by Christic Medical Magnetic Technology of the Price Association of Price Lang Published Price Association of Price Lang Published Memory of Price Association of Price Lang Published Memory of Price Association of Price Lang Published Memory of Price Association of Price Association of Price Lang Published Memory of Price Association of Price Language and Published Price Price Springer and Published Price Association of Price Language and Published Price Language and Price Language and

The "Genna," The Bubwart, and it Style.

Style.

Russles-lewish Ultersture and Index, leaded, is elses, Merkish, by Alice Stone Nai.

movsky 170hns Hopkiss Unbreas Press; 240 pages; 338.59. Enformed chronaing perspectives on Russian-lead identity in the work of six 20th-consurable.

overnity in line work of SR, Albectus, writers.

lexued Suspectus Elighteesth-Centup Reens and Sexued Ideology, by Krans
Struck IPriacction University Pres; XI
pages, \$35 sharedowy, \$11,25 speeded
Uses biographics, thearireal hume
and other lexts to examine actinetsword the sexuality of actors and actors
during a the oversity of actors and actors.

and other texts to examine attitude, word the sex unity of actors and extens. We will be a few and a sex of the sex of th

cill concepts of the acquired and ma-matires.

The "Opinhain" Novel in Lalin Anadei.
Blady of Jono Gulmeras Rocca" qual-berteet Voudine, 'I'm Eduarde de Fe Couttino I University at fourier de Press, 186 paper, \$21, bridges of Hradillas writer's INMonte in state the fusion of opinda elements in temporary Leith American fiction.

Combinatories of Train Tracks, by R.C. Penaer with J. L. Horer (Princetor Westly) Prass; 216 pages; 349,90 led cover, \$19.95 puperback). Discussific combinaturiul structure of measurales deske laminotions in n fixed eurobe.

MUSIC

MUSIO

A Bissay of Norwegies Music, by all Circle, translated by William H, 1997

Gridot, translated by William H, 1997

Soo and Laland S, Saverna H, 1997

Soo and Laland S, Saverna H, 1997

He nextle from raticulty to the past The Meapheas Goage in the "fleasil" by Samuel N. Rossieron Henry Testing H, 1997

Faverna H, 1997

Faverna H, 1997

Freach water Great State S, 1997

Freach water Greats of the State S, 1997

Freach water Greats of the State S, 1997

William H, 1997

Wil

PHILOSOPHY

PHILOSOPHY
The Interpretive Turn: Philosophy, as,
ness, Guiture, edited by David K. HirsJemes P. Bohrann, and Richard Shacy
min (Cornell University Press y
puses; 339.95 hm/dcover, 31295 per
back). Commin original essays on hirs
of laterpretation in the humanites, asrell eclences, and social sciences.

POLITICAL SCIENCE

Nulldupt The Politics of Defease is the Reagan Era, by Denict Wirts (Conf. University Press; 220 pases; 31,50, it emiles the relationship between the sand defease policy during the general Administration, focuses on the States.

Scholarship

Defense Lababore, nuclear-freeze proposals, and Compressional different inposals, and Compressional different inposals, and Compressional different inposals, and Compressional different inposals of the Machael Pentalson, and
the Machael Pentalson of the Machael Pentalson in Pentalson of Laba Sababor in June
1997, 222 pages, 237-59, Links current
political problems. In Mexico to the distention of the Excitoration in Machael
the Sababor in Machael
the Machae PSYCHOLOGY

weil usua conveniental and nuclear weepons.
The Prasident es interpreter-in-Chiet, by Mary E. Stuckey (Chasham House; 187 pages; \$14.931. Traces the evolution of Presideatin rheioric from Franklin Roo-seeth through the first two years of the Bash Administration.

Reluctest Pertners; Implementing Federal Polloy, by Robert P. Stoker JU Livershit of Pittsburgh Press; 232 pages; \$39,95 Explores problems of implementation and courdination between federal upon cies and the state and local governments

the Collection of the Collecti

Woman's Medaoss: Mioogyny or Montal Manoo? Iny June M. Ussher (University) of Massachusetts Press; 332 pages; \$47.50 handeuver, \$16.99 paperhackt. A ferminis analysis of the nature and causes of depression among women.

RELIGION

Mioeh, by Anthony I. Petrotta (Peter Lang Publishing; 166 pages; \$36.951, Dis-cusses puns and other forms of word plny in the Old Testaniem book.

BOCIOLOGY

Heavy Metal: A Cultural Sociology, by Deenn Weinsteln H.exington Houks; 311 pages; \$24.951. A sneinbaited study of heavy-metal music and its neyomponying

sub-callure.

Good-grade of the Control of the Control of Control

THINGTER

Chilese Theoles, 1,873-1898: Mergisellty,
Power, Selfhood, by Catherine M. Boyle
Thirdiesh Dickinson University Press;
Children Dickinson University Press;
Inheries, in Chilcum thentre shee the rightvisin a cupy of 1975.

Theole Pleaseter and the Americas Theolies,
Theole Pleaseter and the American Theolies
Theolies and Theolies and Theolies

FELLOWSHIPS

ANNOUNCEMENT OF A NEW FELLOWSHIP PROGRAM

American Council of Learned Societies Fellowships in **Humanities Curriculum Development**

be American Comoil of Learned Sockeies (ACLS) anomones the availability of fellowelips in the homonities for callege faculty with a particular rountilment or teaching. These awards have as their purpose the support of college faculty with a lot participate in a corrictional occlesquarent project with ACLS feeder-fellows from a local school district. A maximum of eight grants of \$55,000 each will be made to college licenly occable rounds and the college licenly occable rounds and project of the ACLS Elementary & Sectoralary School Carris plans Beredigment Project is timprove the eaching of the Immunities in the public schools hirrught the development of curricular materials reflecting current and caree ging understandings of the numerical care his college faculty and the public school care has coding of the rounds and career in the public schools close has coding of the 100 public school college in the public school care has coding of the 100 public school college in the public school care has coding of the 100 public school college in the public school career in the project of the public school career in the 100 public school career in the project of the public school career in the 100 public school career in the project of the public school career in the 100 public school career in the 10

We are looking for committed post-secundary reacher fellows willing to partitipate in the sembarron an equal facing with the public school wacher-leftons and continue after the sembarr to serve as a resource to those seachers and their schools.

The Post-Secondary Fellows with commit themselves to containing collaboration with the a heads and the AGAS sectors, and, in addition, to produce two documents, a report of their followship year and an essay, suitable for publication in an annual ACAS compilation of schoolarship than the project.

Applicants are required to be remuted and hold the Ph.D. or comparable professional qualifications.

 Applicants are required to show evidence of a special commitment to teaching. Applicants homes or home institutions must be within reasonable continuing distance of the research university hosting the ACLS Seminar and its cooperating school district.

This fellowship may not be held coccurrently with any other major fellowship or grant.

To request a complete project description and an application form please write on Fellowships Office, Americae Council of Learned Societies, 228 East 45th Street, New York, NY 10017-3598.

In the edininistration of its fellowship and grant programs, the ACLS does not illicriminate on the basis of age, overed, disability, gender, murital suatus, national origin, race, or sexual preference. Membership in any statisticant society of ACLS has not learning an eligibility.

Lead funding for this program has been provided by the Pew Charitable Trusts.

Postmarked Deadline for Completed Applications: February 29, 1992

Decisions will be announced in April, 1992.

THE UNIVERSITY OF FLORIDA PRESIDENTIAL GRADUATE RESEARCH FELLOWSHIPS

Presidential Graduate Research Fellowships are available for exceptional graduate students beginning doctural work at the University of Florida in Angust, 1952. Selection critests for the three-year fellowship includes a nutriuman grade point average of 3.5 (four point scale) and a GRE verbal-quantilate score of 1400 or a minimum GMAT score of 550 for business students. Signed for the first year is \$15,000, plus an out-of-state tuition waiver. Applications are excreed by the department/college in February 17, 1992.

Questions? Contact the Office of the Vice President for Research University of Florida, 223 Grinter Hall, Gamesville, Florida 32611-2037

GRADUATE **FELLOWSHIPS** \$10 000 plus billion for:

Finnish Hungarian Turkish Tibetan Uzbek

For more information write to: Department of Uralic and Altaic Studies, Indiana University Goodbody Hall 157, Bioomington, IN 47405

FELLOWSHIPS, PRIZES

o The Jerome Levy o Economics Institute of Bond (Allene

RESIDENT RESEARCH PROGRAM

The Jarome Levy Economics Institute of Bard Collage is accepting applications for one-yeer, resident research positions to bagin between Juna and Saptember 1992. Applications era invitad from scholars at all stages of their careers. This progrem is particularly appropriete for individuels planning sabbeticel or other leeve from their home institu-

The purposa of the Institute is to encourage end support aconomic research which will lead to more effective public policy. The Inetitute is nonpertisen and does not endorse any perticular theoretical view or policy.

Currently, the Inalitule is especially interested in research proposale in the areas of public end private investment to improve productivity and competitiveness; the prospects of growth end employment; wage, consumption and savings pallams including international comparisons; infletion and standard of living measurements and tax policies.

Scholers will apend the year at the institute's fecility on the Berd College campus and devole full time to their reseerch.
They will be provided with extensive support including computer hardwere end software, access to library resources, and sacrelerial services. Slipends ere competitive,

Applicante must possess a Ph.D. degree, solid research credentials, and the provan ability to identify end eddress impor-lant public-policy issues of their research.

Applicants should send e letter of application, datelled rasearch proposal, curriculum vitae, three references and sampla papera to:

Professor Dimitri Pepadimitriou Executive Director
Jarome Levy Economics Institute of Bard College Annandala-on-Hudson, New York 12504

> The John Grenzebach Awards for Outstanding Research in Philanthropy for Education

Council for Advancement rand Support of Education (CASE)

American Association of Fund-Raising Counsel Trust for Philanthropy (TRUST)

Outstanding Decicnal Observations Award. \$2,000 sulpend for number. Travel and ladging for author and sportnering Easily member to CASE! Amand Assembly in Alienta for covari-pation of the Case of

Copies on an assesser, and one tool copy of one consecutation.

Outstanding Published Scholarship Award. \$2,000 sliptend for author. Travel and lodging for author to the CASE Annual Assembly in Atlanta for award presentation. Articles, monographs, and books published during academic year 1990-01 are capible for submission. Submission packets should include five copies of the published scholarship and author's vite.

Deadline: February 28, 1992 For more Information contact: Judy Diane Grace, CASE, II Dupont Circle, Suite 400 Washington, DC 20036. (202) 328-5945.

Teaching Fellowship: University of California, Santa Barbara Women's Studies Program · Women's Studies Dissertation Scholars

Woman's Summer Program + Woman's Summer Summ

The University of California at Berkeley has changed the names of two academic departments to show more sensitivity toward blacks and

The renamed units are the department of African American studies, formerly the Afro-American studies, department, and the department of East Asian lunguages, formerly the department of Oriental January 18

From the Brown University professor who spelled out what was wrong with the American high school comes u new book prescribing ways it can be

improved.
Theodore R. Sizer's book
Horac's Schuol: Redesiguing the
American High School was
published last week by the Houghton
Mifflin Company. It is a follow-up
to Mr. Sizer's 1694 book Horace's
Compromise: The Dilemma of the
American High School. That book
offered n stinging analysis of the
American High school. A poperheak
version of it was also released last
week.

In Horace's School. Mr. Sizer details what a better high school would be like. It would not measure students' abilities through tests but students' abilities through tests but through eithreit and through eithreit shat challenge them to use skills in realistic situations. Instead of memorrizing the names of poets, for example, students would recite poems that have special meaning to their lives.

The new book is based on Mr. Sizer's work as ehnirman of the Coalition of Essential Schools, a group of 200 schools that are revumping eurricula and teaching methods under a set of common objectives.

This year's winner of the Frederic W. Neas Book Award is Frederick S. Weaver, a professor of economics and history at Hampshire College. The \$1,000 award is given by the Association of American Colleges to

Association of American Colleges to the unthor of the book judged to be the outhor of the book judged to be the most significant contribution to liberal education published in the previous year. Mr. Weaver won the prize for Liberal Education.

Critical Essays on Professions, Pediagog, and Structure, published by Teachers College Press.

The sward, established 10 years ago in honor of one of the association's presidents emeriti, was ennounced last week at the AAC's annual meeting.

Sept Market

Personal & Professional

A Philosophy Professor Accuses Feminist Colleagues of Being Out of Touch and 'Hostile to the Family'

Continued From Page Al

retary Lamar Alexander recently appointed her to the federal committee that oversees accrediting agencies. And several foundations have just provided her with grunts to that he can take a year off from Clark to write a book about her ideas on forminist philosophy and political correctness.

Never Intended to Be an 'Activist'

For nll the attention she is attracting, Ms. Sommers insists she never intended to be "an activist" but wanted only to be a tencher anil researcher. She got her start studying philosophy at New York University, where she received a bachelor's degree in 1971.

White nt NYU in the late 1960's, she judiced fleminist support groups and helped take over buildings to protest the Vietnam War. "People say I've changed." she says. "But I don't feet that I've changed. I was protesting hypocrisy, and in those days it was coming from college administrators and the United States government. And now I feel it's coming from college administrators.

During a junior year in France, Ms. Sommera says she was attracted to the ideas of such philosophers as Ineques Derrida and Michel Foucault. But on her return to New York, she says, her professors were not impressed and urged her to read A. J. Aver's Language.

A. J. Ayer's Language, Truth and Logic.
The book, which she calls "a manifesto
of truth and clarity," had "a profound effect," Ms. Sommers says. "After I read it,
I started to be skeptical of intellectual fishlogs."

After graduating, Ms. Sommers worked on her Ph.D., which she received from Brandeia University in 1979. Since then she's been at Clark, where she has a reputation as a popular teacher, but also as n divisive force.

She has published articles on moral education, animal rights, ethics, and Kant,

She led a successful fight at Clark to end the university's policy of asking fieutly members proposing new courses to discuss "how pluralistic (minority, women, etc.) views and concerns are explored and integrated into the course." Ms. Sommers said the question was "intrusive and offensively moralistic." While many colleagues praise her stance on that issue, many also any also seeks to polarize the campus on various issues, rather than working to resolve differences amicably.

Exploring Research on the Family

Ms. Somers first started to examine feminist philosophy—almost by accident—when in 1986 she started to write papers on the responsibilities of sdut childran to their parents. She says she was interested in exploring how Kanilian and utiliturian philosophers deal with family bonds.

As part of her study, she began to explore what various modern philosophers were writing about the family. When she earne to feminist theory, she was stuned "I started to run into this amazing litera-



Sandra G. Harding of tha U. of Dalawere: "This has a chilling affect on young scholars when they can expact that journals will ridicula paople's work."

ture by feminists, which was so relentlessly hostile to the family, revolutionary, and patronizing to most women," she says.

Ms. Sommers stresses that—despite what her critics say—she is no Phyllis Schisfly. Site is registered Democrat, favors abortion rights, and does not spend all her time with her children. 'As a liberal, I say live and let live. If people want to live in revolutionary family communes, that's fine with me," Ms. Sommers says.

What bothers her, she says, is that femi-



Cemilia Peglie of the U. of the Arts: Shet pleased that Ms. Sommers takes on "its wildly ovarinfiated faminist reputations sitting like big fat ducks in academa."

nist philosophers in her opinion are deaying choice to women who want traditional families. As sice examined feminist theory Ms. Sommers says she was struck by how it had eavilyed over time navny from ideas she supports.

A 'Liberal Feminist'

Ms. Sommers classifies herself as a "libenal feminist." Stach feminists she says, are in the philosophical tradition of John Continued on Page All

'SQUELCHING' THE OPPOSITION

Row Over an Unpublished Article Illustrates the Enmity in the 'Political Correctness' War

For an article that was never published, the piece that Christina Hoff Sommers wrote for *The Atlantic* is causing quite a str.

commerce whose and the channer of causing quite astly. The article, which enticled feminist philosophers as being out of touch with most women, was commissioned and written early in 1990. The magazine delayed its publication because The Atlantic had articles on "political corrections" that were more timely, said C. Michael Curtis, a senior editor. Now the piece is on hold because many of its ideas have since appeared deswhere.

toess nave since appeared elsewhere. The controversy centers on a letter sent to the magazine in 1990 by Sandra Lee Bartky, an associate professor of philosophy at the University of Illinois at Chicago. In elter, Ms. Bartky discussed her work on feminist philosophy and urged The Atlante not to print Mg. Sommers's article.

"I can assert with confidence that

many of Professor Sommers' most provocative claims about feminist scholarship are either uninformed, or deliberately misteading," she said in the letter. "In philosophical circles, Ms. Sommers is rapidly becoming known as a right-wing ideologue."

'An Outraged Response'

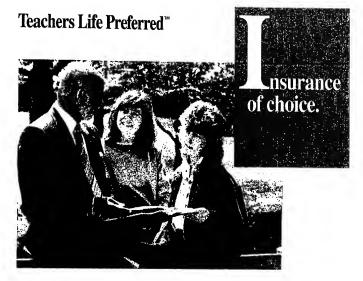
Ms. Barkly went on to note that a piece Ms. Sommers wrote for The Chronklek (October II, 1959) "provoked an outraged response from a number of reputable philosophera." She urged The Atlantic "to seek a beter informed and less prejudiced writer."

Asked about the letter, Ms. Bartky first denied she had asked The Atlantic not to run Ms. Sommars's piece. "I did not suggest cennoring ber so much as allowing, in the same issue, another Continued on Page A18

TIAA

Ensuring the future for those who shape it."

Teachers Insurance and Annulty Association



Your colleagues are making their choice known loud and clear. In unprecedented numbers, academic professionals, staff members and researchers are choosing Teachers Life Preferred to meet their life insurance needs.

TIAA offers this annual renewable term life coverage exclusively to the education community as part of our ongoing commitment to providing high quality, low cost life insurance products. For more than 70 years, TIAA has earned a reputation for providing exceptional personal service. And our sound management and financial stability have earned us the highest railings from independent financial and insurance industry analysts: AAA from Standard and Poor's and A+ (Superior) from A.M. Best Company.

TIAA and Teachers Life Preferred — the company and the insurance of choice for American

To receive more information about Teachers Life Preferred, at no obligation, call our toll-free number: 1 800 223-1200.



naives to the traditional lecture formul of college instruction.

Assessing Collage Outcomes: What Blads Leaden Nead to Reynow Education Cunstruction of the States, 767, 17th Sircet, Sule 2700, Denver 80202; 24 pages; 86 prepaid. A guide for policy makers.

Assessing on American University Present Medicing, 1885-1892 (Aventualium of American University Present Medicing, 1885-1892 (Aventualium of American University Present, distributed.)

Association of American University Press.

March 2016 Press. A Statistical Press. March 2016 Press. A Statistical Products and Press. Mail Control Press. Mail Control

novel 37 poners; \$18.0%, plnt \$2.0% for a considerable policy for a constant policy parasets obtained policy for a consequence of the consequence of sequence of the consequence of the

arms supp skills for Bucy process, and concessions, experience and the condendate processions. The condendate procession of the cond

mel. Reports on a survey, of chief re-med forms and survey, of chief re-sident officers at more than 300 collect-sized officers at more than 300 collects. "Per born, 1800/18051 Report on Inter-ligible 1800/18051 Report of the Inter-ligible 1800/18051 Report of Inter-sor than 1800/18051 Report of Inter-sor than 1800/18051 Report of Inter-sor than 1800/18051 Report of Inter-ligible 1800/18051 Report of Inter-ligible 1800/18051 Report of Inter-sor than 1800/18051 Report of Inter

settle University: A Century of Jeaufi Edu-setten, by Walf Crowley (Rooksfore, Sa

A Philosophy Professor Riles Her Feminist Colleagues

Stuart Mill and Mary Wollstone

erafi, and today advocate equal pay for women and men. recruitment of wumen into fields that have traditionally been dominated by men, and stepped-up efforts to prevent such crimes as rape and wife beating.

Most feminist philosophers, Ms. Snmmers says, are "gender feminists. Gender feminists, she soys, ble the differences between men and women and to abolish the traditional family. She says this comes about because they view and 'penetrate' her secrets is es-

'We Don't Want It

Suvs Ms. Sommers: "It's almost as if you could take The Communist Munifesto and cross out cluss and put in gender."

Must women, Ms. Sommers suys, want nothing to do with gen-der feminism, "We've heard what they are affering and we don't want it." she says, "Most women still enjny n certain amount of male gullantry, they enjoy u male-female dynamic, certain ways of thress. Sure there are problems, but we don't want o revolution."

Even though most women reject their ideas, gender feminists have taken over women's-studies departments and impurtant positions in neademic associations, she says, and are keeping out "dissider feminists" who question their thinking. "I see them as n powerful eult," Ms. Sommers saya.

She says it is dangerous for universitles tu have departments where only certain viewpoints are tolerated. "I know they have doetrinal fends and they feel they have some sort of rich and complex intellectual diversity because they have Freudion feminists and ecofeminists and Marxist feminists ond feminist separatists. But to me. it's just the gamut from A to B,"

Controversy Over an Article Illustrates Enmity of 'Political Correctness' War Proceedings will plso include a

Contined From Page A16 perspective, 1 suggested inviting one of the leading people in the field to give the other perspec-

tive." she said But when confronted with the fact that her letter contained no such suggestion, Ms. Bartky said It wos legitimate to urge the magazinc not to print Ms. Sommers's piece. "I wouldn't wont a nut case who thinks there wasn't n Holocauat to write about the Holocaust." Ms. Bnrtky soid, "Editors exercise discretion. By not asking someone to write o piece, that's not censorship, that's discretion."

Ms. Bortky's letter in an article that will be published later this month in Proceedings and Addresses of the American Philohical Association. In her article. Ms. Sommers snys: "It would appear that some of our leading feminist philosophers are as occomplished of squelehing old 'sileneing unecoperative women as

Ms. Sommers's critics-many of them the people she criticizes—ssy the problems with her analysis become clear by looking nt what she says about them.

Take, for instance, the recent clash between Ms. Sommers and Sandra G. Harding, a professor of philosophy and director of women's studies at the University of Dolaware. In a November piece in The Wall Street Journal, Ms. Sommers wrote: "Scientists are not nonnally thought of as violent. in gender feminist eyes, however, men's desire to understand nature submission. As the University of Delawnre's Snudra Harding, a leading feminist critic of science. explains: 'If we put it in the most blutont feminist terms used today, we'd talk about marital rane, the husband as scientist forcing nature

to his wishes." The quote is from a talk Ms, Harding gave about sexual metuphors in science. But Ms. Harding says that the quote refers to the metaphors used by scientists themselves-not by her-and odds that she does not believe scientists are the equivalent of rapists.

By using the quote, Ms. Harding says. Ma. Sommers "Is trying to make us look sexually scandalous by lauplying that that is my major

Positive Influence Cited

The reality, Ms. Harding says, ia that the feminist philosophical eritique of science is gaining wider support among the public. She cites the recent nush in Congress for more federal research on wom en's health issues as on example of the positive influence of feminist Ma, Hurding says, have been snysearch is not "neutral" and that the fiting from research policies.

letter from Marilyn Friedman, a

feminist philosopher from Wash-

ington University with whom Ms.

Sommers has closhed in several

journal articles. Ms. Friedman crit-

icizes Ms. Sommers (without using

her name) for making complaints

against various feminist philoso-

phers in public settings, rather than

Meanwhile, at The Atlantic, Mr.

Curtis said Ms. Bartky's letter hod not influenced the magazine's hon-

dling of the article, and sold he was

Mr. Curtia said of Ms. Bartky's

letter: "It seemed to confirm some

of the darker aspects of Ms. Som-

mers's srticle, which pointed out

the extraordinary lengths some of

these women were prepared to go

'The Darker Aspects'

not run the piece earlier.

marry for love rather than for eco-Ms. Jaggar says she stands by that sentence, but does not oppose all marriage or the concept of ro-

Ms. Jaggar adds that she finds it fronic to be portraved as "antifamily" when she has been married for 25 years and has three children She says, though, that she is uncomfortable mentioning her moriisi status because she does not believe marriage should be a credential for criticizing traditional family

'Dangeroua' Conservative going through committees of the American Philosophical Associa-

Some feminist scholars who have been criticized by Ms. Sommers and several others whose work Ms. Sommers hasn't discussed asked not to be quoted by name for this story. They do have opinions about her, though. Severnl call her "dnngerous" and say embarrassed that the magazine had that newspapers should not print on her. Others say she is in league vith conservatives trying to push back the successes of the women's movement. Others question her in-

> Several olso say they are afraid of arguing with Ms, Sommera because they do not want to be mentioned in her speeches and articlos.

Ms. Harding of Delnware says those fears are justified.

Ms. Sommers "is Irying tu demonize people," Ms. Harding says. She reintes that at three places where she has been invited to speak, people have circulated conies of Ms. Sonmers's writings about Ms. Harding and asked that the invitations be withdrawn. On the end, none was.)

Ms. Harding also says of Ms. Sommers's writing: "This has in chilling effect on young schulars when they can expect that lending theorists are typical of the wayacademic definte is conducted today. opinion journals will ridicule pcople's scholorly work."

Sandra Lee Buriky, professor of

"I started to run into this amazing literature by feminists, which was so relentlessly hostile to the

mmers has attacked frequently

is Susan McClary, n professor of

musicolugy at the University of

Minnesota Ms. McClary drew Ms.

Sommers's ire for describing Bee-

thuven's "Ninth Symphony" as

"one of the most horrifying mo-

ments in music, as the carefully

prepared cadence is frustrated,

damming up energy which finnlly

explodes in a throttling murderous

rage of a rapist incapable of attain-

Ms. McClary says the inference

"grossly out of the context."

says, examines why musical works

"masculine" or "virile" terms are

Ivpically thought of as great works

"feminine" terms as "beautiful"

tend to be considered second rate.

cause students in seminars she

they thought they were marrying

for love. That is based on a stote-

ment in one of Ms. Jappar's booker

"The ideology of romantic love has

now become so pervasive that

most women in contemporary cup-

italism probably believe that the

she is a "Reethoven prounte "

hile works that are described in

The flap is ironic, she adds, be-

family, revolutionary, and patronizing to most women."

that are described by critics in jes, multiculturalism, etc."

that Ms. Sommers draws from the philosophy at the University of Illiquote is that Ms. McClary hates nois at Chicago, says Ms. Som-Reethoven and thinks he should be mers's agenda goes far beyond critviewed as a sexist, But Ms. icizing prominent scholars, "She is McClary says that one quote is allied with the National Assucintion of Scholars and she shares Her scholarship, Ms. McClary their agenda, which is to do oway

'Old-Girl Network'

In suswering her erities, Ms. Sommers says she does not want her writings used by people to block invitations to speaking events. She scoffs of the notion gives on Beethoven quartela think that her writings discourage young scholars from their work, saying In a recent speech at the Univerthat the gender feminists are the sity of Michigan, Ms. Sommers estoblishment in higher education said Ms. Jaggar of the University of loday, and that an "old-girl net-Colorado opposed marriage and work" exists for young feminists. believed women were mistaken if

with women's studies, black stud-

"These women think of themselves as victims, yet they have huge sainries, they run amorams and departments," she anys.

The criticism that particularly upsets Ms. Sommern ore the charges that she is a right-wing ideologue and takes other scholars' quotations out of context, "Instead of making a good-faith effort to respond to my nrguments, they resort to name calling," she says,

"They are happy to take the praise for atorting an intellectual revolution, but when I cite the positions that are revolutionary, they say I quote them oul of context. If they have these positions, they should have the intellectual integrity to take responsibility for them,

"In the cozy confines of feminist workshops, their positions are even more radical,"

While Ms. Sommera infunates mony feminist theorists, she also has strong supporters in academe. Daniel Bonevac, chairman of the philosophy department at the University of Texas nt Austin, says: "Within the academy, a group of

thinkers has taken feminism i **NEW BOOKS** ways that seem to real-world feminists as bizarre. It's true these ON HIGHER thinkers are angry with her, but that's because they rely for their **EDUCATION** legitimacy on identification with real-world feminists and Chrisit may be necessary to add state

tina's blown their cover iax to the cost of hooks listed he-Camille Paglia, professor of hulow. Discounts may be revailable to munities at the University of the cholers and to peuple who order in Arts and mather prominent critic scholes BIR to Declare at A largel com-lastemis Program to Curine A. Haupel com-parations, American Declared at A largel com-parations, American Declared at A largel paratic state of the Curine A. Housel (a, Saire E.M.) Weshinston 2005; 194, 1947; 200 and the Comparation of the state of the Curine and Comparation of the state at a comparation of the comparation of the state at a problem of the comparation of the tension of the comparation of the comparation of the state of the comparation of the comparation of the distance of the comparation of the comparation of the distance of the comparation of the study of Halper Education, the comparation of t of feminists, says Ms. Sommers is "delt, incisive, and learned" and that the attacks on her by feminis

Ms. Pagliu says she is pleased that Ms. Summers's work takes shots at "nll of the wildly overinfinted l'eminist reputations sitting like big fat ducks in academe."

Personal & Professions

For the next year, Ms. Sommen will devote herself to doing just that, us she works on her book When she is done, she says, she wants to return to more traditional uendemic work, particularly look ing at issues such as moral education in the schools. "This activism unfortunately seems to take sli my time," she says,

Ms. Sommers suys she is optimistic that, over time, women's studies departments will represent o broader range of views. She is pleased that Clark's women's studies department agreed to cross-list her course in feminist theory last semester, after first re-

in the end. Ms. Sommers says she believes the changes she wants to see will come from the women just now entering ucudeme. "Maybe a generation of women who perhans aren't as hitter and don't have un ux to grind will bring more vitalty and humor and joie de cirre." Ms. Summers says, "nnd we'll get II whole new kind of wumen's stud-

> International Environmental Studies

The international Pacific College of New Zealand expects to receive Governmental approval to run e Rachelor's Degree Programmo in International Environmental

Programmo in International Environmental Studies communicing in 1992.

If you are interested in studying in a country helical for environmental awaraness, and you wish to pursue a comprehensive programma of classroom instruction, laboratory sessions and add trips that take full edvantage of New

International Pacific College CO. The Educational Foundation Group Two Annabel Lane, Suite 126 San Ramon, CA 94523



THE OHIO UNIVERSITY COLLEGE OF FINE ARTS offers

An Interdisciplinary Fine Arts Ph.D. Program History and Criticism

Dr. Jessica Haigoey Sehool of Comparative Arts Lindley 120 Athena, Ohio 45701-2979

Admissions Deadline: 4/15/92 Stipends Available

(614) 593-1314

attle University, Brondway & Mudison, Senttle 98122; 127 pages; \$19.91, plus \$3 for shipping). Traces the university's his-tary since its founding as a parish school in 1891.

for dilipping. Traces he disservably a new form of the pink of the

Professor Fired After Sexual-Harassment Charge

AUSTIN sexual harassment and recom-A tenured faculty member at mended that he be dismissed. the University of Texas at Austin has been fired after university officials determined he had sexually harassed a graduate student. The Board of Regents of the

nuiversity system voted unani-Donnid M. Stadtner, an associnte professor of art history nt the university for 14 years. ty committee, after o hearing Mr. Stadtner had committed

In an interview, Mr. Staduer denied the charge and said it had been "enenuraged" by a faculty member outside his departmen with whom he lind had a longrunning dispute. "Harassment promises to be the litigation of mously last month to dismiss the 90's, and academics must prepare themselves for a num ber of false charges, many of which might involve students used as pawns in faculty politics." he said in n written statement to The Chronicle

Campus officials refused to

provide details about the ullegations against Mr. Studtuer. According to a local newspaper repart, the student who complained soid Mr. Studener had harassed her in class, and both on and off the cumpus from the fall of 1989 to the spring of 1991.

After the faculty panel reached its conclusion, 33 members of the Department of Art signed a letter on Mr. Stadtner's beholf, saying they had never heard any suggestions that he had behaved inappropriately with studenta.

-KATHERINE S. MANGAN

Performance Class By Itself

If you're looking for a way to make the most of your retirement savings and that of your plan participants, consider performance.

A lot of providers of 403(b)(7) retirement plan services claim it. But few can prove it. Fidelity's assets have grown from \$14.9 billion in 1981 to more than \$135 billion* today.

But performance should extend into other areas as well. It's just as important to find a turnkey solution that gets high marks from you and your employees. That's why we place such emphasis on participant recordkeeping and employee communications support as well as choice and flexibility.

To find out more about Fidelity's first class performance and how it can help you, contact our Retirement Services Group at 1-800-343-0860.



*As of November 30, 1991. For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectuses. Read them carefully before you invest or send money.

to shape all discussion in which nnyone out there in the 'heteropa- they had an interest.'

ide Laime

The Department of Energy is opening two new high-performance-computing research centers this month—one at Los Alamos National Laboratory. Both centers will use prototypes of supercomputers to be installed in working increments over the next 12 to 15 months.

Researchers at the centers plan to experiment with applications of new computer systems to scientific, environmental, and economic problems. As initial prajects, the Oak Ridge center will tacklo the problems of modeling the movement of pollution in groundwater, while the Los Alamos facility will cancentrate on global climate modeling.

Students from seven highereducation Institutions—Rice, Texas
A&M, and Vanderbilt Universities,
the Universities of South Caroline.
Tennessee at Knoxville, and
Wyoming; and the State University
of New York at Stony Brook—will
work on research projects with the
Oak Ridge center.

Lafayette College atudenta who want to communicate with the president use the campus computer network and leave a measage on the presidential bulletin board.

Students can comment on campus issues, register complaints, and bring any matter to the administration's attention. Typical messages concern the condition of the residence halls, the cost of food in dhining halls, and the economic impact of the new callege center on student han gouts on the eampus. The president, Robert I, Roiberg,

The president, Robert I. Rotberg, usually responds electronically to the notes in a day or two, depending on his schedule, but he also reserves the right not to comment at all.

For anthropology professora who want their students to get a feel for their field, the Smithsonlan Institution is offering a series of yideotsped dialoguea between professionals. The dialogues, in which one

The dialogues, in which one anthropologist interviews another, often shed light on the influence professors have on students' decisions to concentrate on anthropology. They alsa reveal anthropology Stay alsa reveal anthropologist's views an methods of research and on their relationships with associates and field assistants.

The scientists are from all four sub-fields of the discipline—archaeological, eultoral, liguistic, and physical anthropology—according to Jahn Homlak, acting director of the Homan Studies Film Archives, which keeps the tapes.

Currently, 27 videotapes are available. They run between one and two hours and cost \$40 each. For more informetion, contact John Homiak, Human Studies File Archives, National Museum of

Natural History, Smlthsonian Institution, Room E307, Washington 20560; (202) 357-3349.



Information Technology



In studying the Great Sphinx of Egypt (abova), researchers have created a computerized image of the monument as it mey heve appeared 3,400 years ago (composite photograph at left).

By DAVID L. WILSON

anout 3,460 years aco, on the Giza platenu near Cairo, Egyptiums snw an enormous head protruding from the desert. When they cleared away the sand, they found a deteriorating figure with the body of n ilon until the lend of a man. At that point, the Egyptiums began the first resturation of the Grent Sphinx, which had been curved from n single track by their ancestars nearly 1,200 years befive.

Today researchers can study a computer representation of the Sphinx as it appeared after that first restoration. They can examine the electronic reproduction from any nagle and in any convenient form, from a wire frame showing the manument's contours to a picture so realistic it rivals a photograph.

The computer representation also offers the first detailed "map" of the Sphinx as the manument exists today, accurate to a millimeter.

With the computerized Sphinx, "we can preserve the farm of the auteint diplet for finter generations. Hopefully, we'll be ribe to preserve the real thing as well," says Mark E. Leimer, an assistant professor if Egyptian archineology at the University of Chicaga's Oriental Institute, who helped develop the computer version.

Mr. Lelmer gathered many of the idea used in create the electronic Sphinx in 1979, taking photographs of the manument oxing photogrammetry, a process that cun cupture an object in three dimensions. He also took physical measurements of the monument, spending two years clambering about the Sphinx with n tape measure, drawine a master olan.

The dato lay around for the better part of a decade ontil they were digitized—transformed into nombers that computers can understand and manipulate—by technicians at the Jerde Partnership Inc., an architecturof firm in Venice, Cal.

The work would have been prohibitively expensive just a few years ago, says Mr. Lehner, but advances in computer technology meant that the hardware and softwure for the project could be obtained for under \$15,000.

Using a desktop computer and off-shelf software, experts at Jerde creates contour map, technically known as a wirefreme model, of the Sphinx. Technicans developed the model by tracing over Mr. Lehner's hand-drawn maps with an instrument that can sense movement. The movements of the instrument were stored within the computer, which hen reassembled the lines and displayed them on the screen.

The wire frame, which showed the Sphinx in three dimensions, could be ex-

An Electronic Restoration of the Great Sphinx

Researchers can study its image from any angle



JARRE PARING WHIP

This three-dimensional "wire framework," generated by computer, enables researchers to axamine the contours of the Great Sphinx from env angle.

unined from any angle. However, it had some disadvantages.

"At that paint, we had the shape of the Sphinx, but it was like a mass of spaghetti." Mr. Lehner says.

ti," Mr. Lehner snys.
Addilinnil software allowed technicinus in pit in realistle "skin" on the framework.
"It was like seulpting the Sphinx again in the compiler, bused on our data," says Mr. Lehner.

At present the contours added to the wire-finme model are able to display changes only about every 10 inches, or 25 conlimeters, but the data can generate an image with much more precision. "We're going to develop finer and finer detail," says Mr. Lehner.

Most archaeologists believe the Sphinx wes carved about 2,600 a. C. "It was created like Mount Rushmore," according to Mr. Lehner. (It was commissioned by Phanach Khalfer after he completed building the second of the three pyramids on the Giza plateau.

Eventually, Oiza and its monuments were abandoned to the shifting sands. About 1.200 years after it woo originally built, the site was rebuilt by the Egyptians under Pharoah Thotmose IV. who was, Mr. Lehner notes, "Tutankhamen's great, great grandfather."

At that time, around 1,400 e.c., the

"The Sphinx is unique,

and there's so much concern about it that it's sort of a

flagship for all the issues

of conservation and our

archaeological heritage."

Egyptims had conquered many neighboring peoples, and a sense of heightened nationalism led them in excuvate and repair many abandanced in onaments. Including the Sphin. "All states do this in titues of great expansion—kings and monarchies in particular," says Mr. Lehner. "It's the equivalent of the English monarchs' building new chapels at Cambridge, or Presidential libraries, commemonting a period

Under Thutmose, n casing of high-quality limestone was added to the Sphinx. The actual body of the statue is hadly weathered today and, suys Mr. Lehner, "It was probably badly weathered back in Pharaonic times."

HE ROCK from which the Sphinx was carved is limestone that was formed 50 million years ago as sea-water retreated northward to the Mediterrancan. "The hottom layer of the Sphinx is a very hard, brittle stone that was a cordinect," says Mr. Lehner.

reef, "says Mr. Lehner.

That layer pusses through the Sphinx from a height of about nine feet in the rear, sloping to about two feet at the front paws. On top of this layer are alternating soft and hard layers that weathered badly, even in ancient times. The head is a hard layer, but it is not brittle like the conti reef below.

"It's nicely carveablo, and that's why fine relief like the eyebrows and the lips, where they're not damaged, still remein after 4,600 years without being weathered away," says Mr. Lehner.

Additional casings and patchwork repairs were added to the original restoration, probably around 500 a.c. end again under the Romans, he says.

The computer model gave Mr. Lehner a Continued on Page A23



- Computer project will catalogue fiction by subject headings
- Collection of volumes on life in the South under davalopment
- Patent office offers on-line access to its main data bank
- Multimedia program aims to teach reading and writing skills
- 'Crystal Ball' locates electronic information about chemistry uny format we can get," she

The U.S. Education Department

For more information, contact

Suzanne Striedieck, North Caroli-

is supporting the project with a \$267,000 grant, which the three li-

braries will use to buy materials.

The Library of Congress and the Online Computer Library Center are sponsoring a pilo project dealgned to add subject headings to computerized biblingraphic records for works of

Linda G. Gabel, senior qualitycontrol librarian for the ocur and manager of the project, says that until now, library users have been unable to gain necess to adult fiction by subject. Traditionally, fiction is entalogued by unthur, title publisher, place and date of publication, size, and call number.

Subject necess has been available for collections of stories but not for novels, "If you wanted to get n collection of Christmas storics by subject, you could get it, but if you wanted a particular book that had n Christmas setting, you could not find it," Ms. Gabel says.

Eight libraries are adding subject headings to records in oct c's mas sive data base, and those additions are being transferred to the Library of Congress's data hase.

Ms. Gabel says many libraries have been adding subject headings un their local electronic cataloging systems for years, but the ocle system was not enouble of this procedure until recently, "The Library of Congress has found that it tive to do subject access for individual works," she

For more information, contact Linda G. Gabel, Online Computer Library Center, 6565 Frantz Road, Dublio, Ohio 43017: (614) 764

Three North Carolina university libraries have joined forces to develop a major collection of volumes on life lu the South

The two-year project, called Documenting the Contemporary South, will be built on the strong pre-World War II collections of Southern Americann at the three institutions-Duke University. North Carolina State University, and the University of North Caroli-

Says Suzanne Striedieck neso ciate director for technical services and collection management at North Carolina State: "What we want to do is update those collections." The project is not designed to preserve materials as much as to develop an aid to scholarship. 'The idea is that you'll be able to come to one place and have a really rich, broad collection of material Many of these materials are not

unique, nor are they in danger of disappearing," she says. The project will be built on

Southern folklore, literature, and industries, she says. The additions will be in the form of microfilm. compact disks, and videodisks. as well as standard paper materi-"We'll take advantage of

MAN WIE ME

na State University, Box 7111, Ra- cess through selected libraries

ticinating in the experiment. Electronic searches in the Patent Office in Washington cost about \$25 au hour, but searches through participating libraries will be free during the testing period.

to its main data bank in Arling-ton, Va. Fourteen of the office's 69

patent-depositury libraries are par

The system offers users the full text of putents issued since 1970, current as of the most recent Tuesday. It does not include nictures. Users can search by company, type of device, or material, and de-

velap their own data bases. Institutions whose libraries are participating in the experiment include Arizona State, Auburn, mark Office is offering, on a two-year-trial basis, on-line acsities of Nebrasku and Utuli.

For more information, could Gil Weidenfeld, U.S. Patent as Trademark Office, 2121 Cryst Drive, No. 906, Arliagton, 22202; (703) 305-8600.

North Carolina's Davidso County Community Colleges learning-resource center is a ing a multimedia progra called the Principle of the # phubet Literacy System (PALS to teach basic reading and with ing skills to sdults.

The PALS software itself tea es students functioning below the sixth-gnide level basic reading a spelling skills," says Patricia Phillips, coordinator of adult be education at Davidson.

Another component of the mi

Information Technology

media program teaches touch typ-ing. "Studenta spend half of their time on the PALS software and the other half learning how to type," she says. After they learn to type, andents move into creative writing and résumé production, where they improve both reading and writing skills.

PALS integrates voice, music, still images, video, graphics, and text. Ms. Phillips says the multimedia aspect of the program makes it an effective tool for students who are functioning at the level of a sec-

ond-grader or lower. "The students who have made u good deal of progress say the computer will repeat the same thing madreds of times until the student inderstands it," she snys. Students say that makes learning easi-

er than it would be with a human

Davidsoo was one of a dozen institutions, most of their public libruries, that were given a PALS laboratory in 1990 through a project co-sponsored by the Library and Information Technology Association and the International Business Machines Corporation, which deand seience bibliographer. reloped PALS.

For more information, contact Patricia L. Phillips, Davidson County Community College, P.O. Box 1287, Lexington, N.C. 27292; 1704) 249-8186 With the system, says Ms.

Students at Yale University are using the "Chemist's Crys-tal Ball" to locate electronic information about chemistry, in- catalog.

cluding bibliographic, data-

base, and on line infor The system is designed for Apple Macintosh computers with ocrCard" and lets students view information in the electronic form of an index card, according to its move items from the menu. developer, Kimberly I Parker i geology and chemistry librarian

While the system is now being used in three libraries on the camous, she says, "I'm still calling it a prototype version, because I'm not satisfied yet with what it's doing."

Purker, students can send or receive nn clectronic message, paste it into a paper, add a drawing of a chemical structure ereated by the muchine, and search the library

"fhe system is intended for basic users," she says. "People who know what they're doing tend to get fristrated by the menu." She is rying to adapt the system so a chemistry professor can add or re-

The system was developed with support from the Apple Corpora-

For more information, contact Kimberly J. Parker, Kline Science Library, Yale University, 219 Prospect Street, New Haven. Conn. 06511; (203) 432-3439; KIM-BERLY-CATSMTP.YCC.YALE.EOU.

-OAVID L. WILSO

Briefly Noted

■ The Library of Congress has issued an update to the "USMARC

SLU bases in system on the 2-3865X PC config-med with a Sony® VGA

Graphics card and a Supe

on a 7CM-1492 Flat Tech

touchstreen with PC-Bus

interfacing controller.

Format for Holdings Data" with ebanges and additions recummended in the last two years by the Maeltine-Readable Bibliographic Information Committee. The format includes codes to accommodate non-serial holdings. "Update No. I" is available for \$20 from the Library of Congress, Cataloging Distribution Service, Washington 20541-5017; (202) 707-6100.

■ Electronic Information Systems in Sci-Tech Libraries, a collection of articles on library networks and data buses edited by Cynthia Steinke, director of the Institute of Technology Libraries at the University of Minnesotu, is nvailable for \$22.95 from Haworth Press. 10 Alice Street, Binghant-ton, N.Y. 13904-1580; (800) 342-9678 or (607) 722-1449

Computerized 'Map' of Great Sphinx Aids Researchers

Continued From Page A21 unique opportunity to develop n three-dimensional representation of what the Sphinx might have looked like after it was restored by Thutmose, Mr. Lehner gave the computerized rendering the face of the Sphinx's uriginal outron. Plusrach Khnfre, whose visage he took from a known statue of the mon-arch, digitized, and knitted into the existing features of the Sphinx or the computer.

Fragments of the Beard

Schulars have known for years that the Splinx originally had a beard, but only fragments of it remain. Mr. Lehner says he was able to add the beard to the simulation ofter studying the fragments. "It was quite easy to extrapolate the rough ahape, length, and even the braiding of the beard," he says.

Fragments of a statue were found with the beard fragments, and same ancient records suggest that a statue of a pharmal stood between the pows of the Sphinx, says Mr. Lehner, who added such a fig-are to the simulation by digitizing a statue of Rumses II. The original statue was probably a striding fig-ure of Amenhotep II, the father of

Thutmose, he says.

Although Mr. Lehner's recreittion of the Sphinx as it might have appeared some 3,000 years ago has attracted attention, he says, "the most significant aspect of this projcct is the model of the Sphinx as it

New advances in computing have made it even easier to produce computer models. "We're computer modeling the entire Giza plateau at the Oriental Institute computer laboratory," he says.

Using the computer model, Mr. Lehner says, conservationists can study the probable effects of erosion on the Sphinx over decades and can experiment with different preservation techniques.

"The Sphinx is unique, and there's so much concern about it that it's sort of a flagship for ull the issues of conservation and our archaeological heritage," he says. "Our studies of how best to preserve the Sphinx may have u lot to teach about conserving valuable works of art and monuments that can never be replaced."



N.C. 27695; (919) 515-

7188: SUZANNES@LIBRARY.LIU.

The U.S. Patent and Trade-

eet Southeastern Louislana University's School of Nursing -where graduates consis-

tently score in the upper-90% range on the state licensing exam.

Their success comes from intensive professional training. Which includes an independent multi-media lab course featuring one remarkable interactive video system.

Developed by Vinay Lobo, SLU's Information Systems Coordinator, this fully integrated audio and video system is based on Zenith Data Systems' Z-386SX desktop PC and Flat Technology Monitor. Using laser disc technology, It depicts nurses and patients in a wide range

of real-life "what-if" situations.

For example, students can view a scene in which a newly diagnosed cancer patient tells a nurse about if it difficulty he's having informing his family about the illness.

The instructional program then pauses, asking students to answer probing multiple choice questions on what they would say and do as the nurse. Then, once they've responded via the enhanced touch-screen Interface, students see and hear the nurse's response to the patient - and the patient's

> By viewing the nurse success or failure in dealing with this sensitive case - based on their choices - students gain critical decision

reaction to the nurse.

making experience. So they can start treconning better nursing professionals.

TENTH DISYSTEMS PCS ARE AT THE HEART OF ONTERACTIVE VIDEO SYSTEM."

What makes Zernith Data Systems so cutical to SLU's operation? Not only closes the: Flat Technology Monitor bring the situations brilliantly to life, but according to Vinally Lollici, "We've used Zenith Data Systems PCs for years and they've always been very rehable. When you know something is good, you stay with it."

Of course, performance like that comes as no surprise to Mr. Lobo. After all, Zenith Data Systems has provided universities such as SLU with innovative solutions for more than a decade. That's leadership on campus few Can match

We've taken over 40 examples of how other colleges are using desktop PCs, and put them on one 3.5" diskette that runs under Microsoft" Windows™ v. 3.0. For a free copy. and the name of your Zenith Data systems representative, call 1-800-523-9393, ext. 203.





DESKTOP POWER FOR EVERY SUBJECT.

From Engineering to English, Zentith Data Systems PCs are the tight choice for higher education. Our 366SX and 366 destings are ideal for multi-purpose computing. While our high-end 486SX and 486 worksations take on even your most advanced applications. And when you're bolding for maximum expandiality, look into our powerful PC LAN system.

POPLE FROM A NEW PERSPECTIVE YOURS





ACADEMIC COMPUTING

Software, hardware and site licens 800-552-1601 FAX 801-484-3807

CATALOGUES

Would you like to publish your text material for class use? EMTEXT. 534 Pacific Ave. S.F., GA 94133.

COMMUNICATIONS SERVICES

DOMESTIC & INTERNATIONAL Space Segment

VISTA Production 1-800-677-VISTA

CONFERENCES

Simulation in calucation for bass, rugt., & rais. Jun. 20-22, 1962. Newport Beh, CA. Prof. Roberts, 503-646-4903.

Simulation in engineering value. Jun 20-22, 1992, Newport Beach, CA Call 619-277-3888.

CONSULTANTS

EDUCOM Consulting Group, 202-872-4200 or ECG@EDUCOM.EDU

SOFTWARE



The BANNER Series

The Puwer to Reach New Heights in Administrative Computing

Five Integrated Systems Finance • Alumni/Develonmen Financial Aid • Student



Call tall-frea 800-223-7036

Integrated Information Management Systems, Col-league is a comprehensive soft-ware package that streamlines all administrative functions with

Student Management, Finnesial Managemant, Humm Resources, and Fund-Raising Systems. Benefactor is an integrated set of modules designed to support of modules designed to support all davelopment activities includ-ing strategic and campaign plan-ning, donor acquisition and culti-vation, and gift and plodgo proc-

which, and gir into pieces proc-assing.

With 23 years of experience,
Datatel is committed to deliver-ing quality products and services to higher education.

Datatel • 4375 Fair Lakes Court Fairfax, VA 22033 • 703-968-9000

///DATATEL

Administrative Software Total Solutions

Comprehensive, fully supported and integrated Student Informa-tion, Financial, Human Re-Information Associates combines advanced, proven technology with a deep usdorstanding of adsources, and Fundraising soft-ware system for higher educa-tion. Installations at over 90 colleges and universities. On-sit misistrators' seeds to deliver suftware and professional serv-ices that directly suppart your in stitutional strategies. For more information call 716-467-7740. tallation provided.
For infarmation call
1-800-253-5017.
COMPUTING For Informatic
1-800-253-501
COMPUTING
OPTIONS
COMPANY

INFORMATION ASSOCIATES®

The value of expertise.

ASSOCIATES

Computer Associates provides educators with software that bet educature with software that bet-ters the competition in functions-ity and design, and is priced much less. From graphics to ward processing, spreadsheets to ac-counting, CA offers the stort val-ne for your investment. Step up-and sue the suftware that is used by over 85% of America's Fortuno 500 employeos. For mare in formation call 1-800-MICRO90.

LEGEND

.. the family of advanced administrative software systems from AMS—the LEGEND series of AMS—the LEGEND sories of applications addresses every-thing from financial managemor and human resources to student information and fund mising. For more information coll

ENTA.

Business Course Administrators: AEQUITAS® from ETS. Assessment software evaluates proficiancy in wp, data entry, spread-sheets and more. 609-951-6116.

FINANCIAL AID

Fund usage and forcests. PC or landheld (Lotus 123) Letters, reports, graphs Ains Desley, Isc. Rox 98, Hiram, O11 44234 216-569-3202

MAPLE

Waterloa Maple Software 160 Columbia Streat West Waterloo,Ontario,Canada N2L 3L3

MicroCase Curriculum Plan Discover the software-based curriculum that has transforms social science instruction at lunodreds of colleges. MicroCase, Box 2180, West La-fayetta, IN 47906 (317) 497-9999

Cable & wire, facilities management, student resale software. Telco Re-search Corp. 800-489-3526

Carear Planners: SIG1 PLUS from ETS—career guidance software sys-tem for the '90s, Call 800-257-7444. Class Schoduling Software removes tedium, saves many hoors. Dell-brook Software Co. 415-661-6291.

Mac Word Processing, Try Nisus®. 800-922-2993, x10 for a free demo.

Share your success.



Chronicle reaches over 420,000 of your colleagues who are interested in putting their computers to work for them. And now with InfoTech Services It's easy to reach them.

Just call Lauren Coffman at 202-466-1080 for advertising details.

InfoTech Services The Chroniele of Higher Education 1255 Twenty-Third Street, N.W. • Suite 700 Washington, D.C. 20037

NEW COMPUTER SOFTWARE

Electronic Dietlonury & Trestma.
Crillege Edition, "Torsus re not created and the control of the The following list of computer oftware has been cumpiled from information provided by the pub lishers or by companies marketing the programs. Prices are subject to change without notice. For infor mation about specific applications and hardware requirements, contact the companies directly.

Agriculture. "AgVenture." for 18M rc and eampatibles. Simulation tenches students principles of firm massge-ment, crop production, and agricultur-al economies; requires students to make decisions abaut crop mix, ma-chinery expurses.

chinery, resources, soil, and mure; \$190. Contact: Taylor-Made Software, 2655 Narthwest Highland, No. 121, Corvallis, Ore, 97330; (5031 753-1005.

co 44107; 18001 872-9933 or 1415) sq.

2022.

203.

204.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

205.

20 Corvellis, Ore. 97330; 5931 753-1005. Analomy. Analomy Helper-Brain," far Apple Macintosh. Costsins 13 hu-man-brain sections with substructures identified; program names structures and asks studest to identify them, used highlights arretures and asks studests a name hem; 49-95. Costsoci: Charl-ot Saftware Graup, 3659 India Street, San Diega 92103; 1619; 286-2022.

San Diego 92(03); (619) 298-0202.

Blookmellary, "Basic Biochemistry," for Apple Muciniash, Animated Lutorial helps students understand metabolism; includes five modeles—overview of motibolism, glucose metholism, and motibolism, glucose metholism, unterestable of the motibility of the students of the British Columbin VBP 21.5; 1604 Gb-8646.
Fanta, "RussinnH Cyllic PostSoil, Funt, Versian 1.0," for Apple Marbiosh. Contains a sun-serif Cytlic Versian 1.0," for Apple Marbiosh. Contains a sun-serif Cytlic starts at the State of the State o Biology, "Bio Phyla Fsuss," for Apple Macintosh. Iseliides 190 graphics of fsuna from protozaass through chur-dales; leis user expand or control dates; lets user expand or contract fau-ns and add labels. \$99.95. Contact: Charlot Software Group, 3659 India Street, San Diego 92103; 16191 298-0202.

0002.

Biologe, "Molocular Biology of the Cell TealStack," for Apric Meelinisth. ReTealStack," for Apric Meelinisth. Reteals and the Cell Second Edition. Reteals and the Cell Second Edition, in a
standard test and reference book in
standard test and
standard te 8875.
Foreign isniguagea. "The Evolution of Smathh Summin Part I: Vowels and Consoments." for Aprile Backets of Consoments." for Aprile Backets of Smathh Summin Part I: Vowels and Lorentz of the Smathh Sma

counts available. Cuniact: Interna-tion. Department ace, P.G. 8a 1530, Santa Burbara. Cal. 931 l6-15t. 1800) 346-8355 or (805) 685-2100. Utestature. "Shakespeare on Disk," for Apple MacIntosh and ton read con-patibles. Contains the complete west-of Shakespeare, including 37 plays and of Shat-economic and the property of the control of

Bell, Ps. 19422;18001 945-455 in 2123)
832-0945.
Bottany, "California Clarks Sinck." for Apole Mechaniosh. Requires "Hyper-Apole Mechaniosh. Requires "Hyper-Apole Mechaniosh. Requires "Hyper-Apole Mechaniosh Constant Institution of the Constant Institution Instituti

naturalisan, Kan. 6692; (913) 537Data management, "History Databasa," for rask rc and commetibles
basa," for rask rc and commetibles
basa, "for rask rc and commetibles
basa, "for rask rc and commetibles
basa," for rask rc and commetibles
basa, "for rask rc and commetibles
basa, "for rask rc and commetibles
basa, "for rask rc and for merital
researches and state-entry form; slow reresearches and state-entry form; slows
basadis, slobe of contents, index, and
basadiss, slobe of contents, index, and
basadiss, slobe of contents, index
basadiss, slobes, 24631 Planua Road,
History Database, 24631

For that we and compatibles Law squares convey chiling program with structive arraphies lets user model of this, uslimite perameters, when the state of the squares convey control of the squares convey control of the squares contr

Programming, "Objective pa Tookit."

Continued on Following Part

THE CHRONICLE OF HIGHER EDUCATION

Section 2

January 15, 1992



Architecture: Washington University's daring design B6

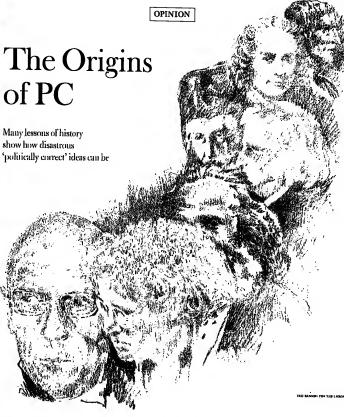


End Paper: Modernist painting in Chicago B72

Mélange **B4**

Letters to the Editor B3-5

Bulletin Board B8-71



By John M. Ellis

TH SIDES in the current debate about "political currectness" assume that modern theory—whether political, social, or literary—has produced the ideas that are the focus of the present cuntroversies: cultural relativism, hustility tuward racism and sexism in Western soci ely, suspicion that classic books provide elitist rationales for contrulling women and the lower classes, and an emphasis on power relationships. But these ideas are not new, and theory is nut their source. From the earliest times, inhabitants of Western society have been prone to recurring fits of politically correct-but quintessentially Western-self-doubt.

In the first century A.D. the Roman hislorian Tacitus wrote an idyllic account of the Germanic peuples. Compared to civi-

lized Romans they were burbarians, part of the third world of their day. Yet to Tacitus they were remarkable people—so instinctively democratic that their kings ruled only through persuasion and their generals commanded by example rather than rank. They had no greedy financiers, and they valued the opinions of women. But when Tacitus says that no one in Germany finds vice amusing and that Germans are not corrupted by the excitements of banquets and public speciacles, we become suspicious. What was really on his mind was the correction and decadence of imperial Rome, not the virtue of Germans.

The situation is familiar: A sophisticated man of letters, disillusioned by the flaws. inconsistencies, and retrogressions of a great civilization, deludes himself into thinking that primitive innocence exists

among people who have remained unlouched by that civilization. He sees his own culture not as an improvement on brutish natural behavior but as a departure from natural goodness. This recurring Western fantasy runs from Tacitus's ideal ized Germana to Margaret Mead's sentimentalized Samoans and finally to the more general form prevailing today. Notable episodes along the way include Rous-seau's adulation of the Noble Savage, the German Romantics, and Marx's imagined socicly whose state will wither away, presumably when natural goodness can substitute for law.

History has been brutal to these illusions. Tacitus did not live lo see his noble Germana run amok in the centuries that followed: The victims of the reign of terror Continued on Following Page



the fourth and fifth centuries; nor slid those who encountered the Goths and the Vikings and much to admire. Ronssenu died too soon to witness the Terror of the French Revolution, and Marx was comfortably buried long before the world saw his proletarium leaders become too fund of the states that they ran to let them wither

SODAY'S political correctness bears more than a broad-brush similarity to these thinkers' recurring funtasies, however, For example, the idea that "deconstructing" the Western canon reyeals how elites use their power to control the lower classes sounds as if it comes straight from Foucault, Derrida, and Gramsci, But Rousseau said as much more than 200 years ago: "Princes always view with pleusure the spread among their subjects of a fuste for the arts. . . . The sciences, letters and arts . . . cover with ourlands of flowers the iron chains that bind original liberty for which they seemed to have been born, make them love their slavery, and turn them into what is called civilized people." Here are nil the essential clements of the avant-eartle idea of our doring modern theorists: The sciences and the arts are really nil about social con-

But, unlike Roosseau, we know what happened next in history. The free expression of ideas by creative writers and philosophers of the Enlightenment proved highly dangerous to princes, who correctly anw these ideas as subversive and censored them. Rousseun's idea turned out to be foolish in his time, and it surely is just as foolish in ours. Modern princes, whether they rule in Baghdad or Havano, obviously think so too, judging by their practice of censorship. Rousseau did not need modern literary theory to reach his view; nor did he "deconstruct" the conon to reveal n "repressed politics." He just invented a crode, unrealistic conspiracy theorywhich is what it remains, even in its chic modern formulation.

Another old "new" idea is the fashionable theory of cultural relativism. By the late 18th century, some European cultures were much more advanced than others. The cultural dominance for should I say "heaemony"?) of France was much resented in Germany, where some began to question the right of those French cultural impenalists to indee Germany as culturally

hackward. The critic and philosupher Juhann Gottfried Herder invented multicultural theory and cultural relativism when he proclaimed that cultures can only be judged by their own unique standards. No cultore is better than another, he said; they are just different, and we should celebrate the differences. Herder proceeded, however, to dispuruge high culture as artificial und praised the low culture of the German Volk as genuine, this breaking the cultural truce that relativism was supposed to offer, Modern multiculturalists follow Herder, first asking us to colebrate difference and then denouncing Western culture as

The advantage of locating an idea in its historical birthplace is that we can see how it fured. The fate of Germany's cultural tarianism is sadly mistaken: The lesson of histury is that they are more likely to unleash dangerous forces of the extreme

The collection of fairy tales pathered by the brothers Grimm showed the increality of the second part of Herder's theory, that the Germin folk culture was to be preferred to any high culture. The Grimms set out to ductiment the natural clouneace of the German Volk by collecting tales verbatim from untutored pensants. Hut the Grimms' sentimental preconcentions must have clashed with what they found in the rent world. We now know that their sources were almost exclusively middle class friends or simply books-even French books-and that they rewrote evervibing to crente an illusion of folk narration. The fumiliar desire to be politically correct had led the hrothers to

We cunnot blame Tacitus for not anticipating the Vanduls and Goths, nor Rousseuu for not foresecing Robespierre, nor Herder and the Grimms for not seeing

where celebrating the ethnicity of the Ger-

man Volk would lend, However, we can

aak that people who want to take us

through the funtasy yet one more time liest

confront the lessons of history that sluw

how disastrons "politically correct" ideas

Morcover, modern communications

give us a much greater knowledge of our

world thun Tuclius or Rousseau had of

theirs. There is no exense now for ignoring

have proved to be.

"Anyone who thinks that cultural relativism and the celebration of ethnicity must lead to egalitarianism is sadly mistaken: The lesson of history is that they are more likely to unleash dangerous forces of the extreme right."

relativism was partly amusing and partly tragic. Almost immediately after Herder developed his theory, Germany began to produce a series of cultural giants: the composers Mozart, Haydn, Beethoven, and Schubert; the philosophers Kant, Hegel, and Schopenhauer; the writers Goethe, Schiller, Kleist, and Hölderlin; and many others.

THE GERMANS began to dontinate European culture, cultural relativism seemed less nitractive to them. But the celebration of the German Volk sowed the seeds of a virulent and persis-Ical German nationalism that was to bee part of the Nnzi ideology. Anyone who thinks that coltoral relativism and the celebration of ethnicity must lead to egali-

the violent ethnic, religious, and political clashes of the nun-Western third world or for sentimentalizing the often appulling trentment of women there, Nawadays, it takes an extraordinary net of self-deceplion to avoid seeing that it is the developed countries that are slowly leading the world an'ay from racism and male dominance. In seeking an end to racism and sexism, we automatically nlly ourselves with certain Western values.

Although proponents of ideas considered to be politically correct claim that they are grounded in "theory," these ideas cannot survive theoretical, that is, analytical, scrutiny. Take the showpiece argument, which is evidently considered one of great sophistication, that language conceals hidden power relations between men and women or between different classes and ethnic groups. Thus the apparent subject of a piece of language is set avide and its underlying real subject is said to be power and domina

But any parent of a rebellious teen ager knows this argument too well to find it novel or sophisticated. Teen-agers, too, are apt to reduce any topic of discussion to one of parental control and power. A parent, trying vainly to insist that issues such as safety and responsibility are just as relevant, if not more so, easily recognizes a primitivo method of argument that reduces a complex state of affairs to a single factor. The argument remains primitive, whether used by Foucault or a 15-year uld.

An additional theoretical flaw is the obvious contradiction that exists between

ideus such as cultural relativism, on e hand, and the demuciation of seasons racism on the other. The former stage nies that norms transcend particibral tures, while the latter asserts the or tain norms should override cultural dis ences. Real theorists would not graba, argument that happens to suit then at moment and then ignore the overallogs tency, or inconsistency, of their per

THAT TROTTALES ME MOST BIN the self-styled theorists den licil with political corrected their very un-theoretical habit of comthe arguments of their critics. Some they hide: For example, as decoastra s become more difficult to defend me of the leading deconstructionists sent be edging quietly toward the door, ipor their obligation to their students as other scholars to deal forthrightly without icisms. That is not the way of the therin

Most often, those under attack dia counter-arguments by labeling those of make them as conservative or leafer the progress of women and memberal minority groups. Hut this approach do grates the critic without addressing t criticism; until now the ad hominent ment has not been considered serious demic analysis.

A more radical mode of avoidance been to deny that any issues need to be discussed. Stanley Fish, professor of E lish at Dake University, tells us that fiss about political correctness has be stored up by right-wingers from outsi neadente. Thus no legitimate scholah d bate even exists. We also are told that press has created much of the problem that criticism of ideas such us multich alism or the new literary "theory" a anti-intellectual attack on academeing etal-again, presumably from the outsit

Evidently, J. Edgar Houverund Richt Nixon are the role models of thosenho such arguments to avoid responding critics in any substantive way: He routinely met criticism by claiming the came from outside agitalors and Cons nists, and Nixau hlamed his loubles the press. Real theorists would want to gage, rather than to evade, the argume of their academic colleagues and to gas incly join the debute that is now und

THE ROOT OF THE PROBLEM & B the prind-set of an academics netivisl is not that of a theat Theoretical analysis follows where the gument leads, but uctivism deten where the argument must go and was only support for that predetern tion. Theorists are intrigued by the site tare of arguments, while activists want to win them. Activists see their nents as immoral people from whoma ing can he learned, hot theorists regu tellectual opponents as useful pro who pick off weak arguments and less rentaining ones stronger. This is why the hands of academic activists, ideas plty into the absurdities that are pillon the national press. Activists and the power of ideas to move the world; the ity to ampose them through political er. But the pursuit of power company

Jahn M. Ellis is a professor of Go literature at the University of Cally Santa Craz. This article is adapted forth paper he presented at a meeting of the National States. National Association of Scholors Th paper will appear in the Spring 1991 in of Academie Questions.

OPINION

OPINION:

LETTERS TO THE EDITOR

A 'Diabolical Mind' Responds on Political Science

I suppose that I should feel great (and diabolical) delight at learning what power I have exercised over the chape of political science, according to Theodore J. Lowi in his Opinion "The Pernicious Effects of Economics on American Political Science." December 11t. According to hin, "public administration . . . was transformed by the work of a single, diabolical mind—thut of Herbert Simon of Carnegie Mellon Universi-

Ales I am afraid that I am naworthy of the praise that Professor Lowi wiches on me. Alas also, I um not at all is sympathy with the Third Anten can Government whose ideology I um presumed to hove created. as savone will recognize who has read he foreword to the recent reissue of the Simon-Smithburg-Thompson textbook Public Administration, 11r actual fact. I am an unreconstructed

Wherein lie Professor Lowi's erors? First, he does not understand the en-called "behavioralist" revolution that reshaped political science in the 1930's and 1940's, and its relation to the much later colonization of political science by economists. Second, he does not have the slightest cluc to my own relation to the disci-pline of economies, to the dominant acclassical orthodoxy in that disci-pline, or to public choice. In short, his essay is bad social history.

The behavioralist revolution in political science was a celebration, not of reason but of reul human behavior, as earlier described in The Federalst and by such commentutors as Tocqueville and Bryce. It ulnied at replacing legalism and traditional heorizing with empirical evidence and theory based on evidence. It flowered in the Chicugo School during Charles Merrium's chairman hip here (see chapter four of my recent autobiography, Models of My Life Lu school which for several decades provided half of Professor Law's distinguished predecessors as presi-dents of the American Political Scieace Association. Perusal of recent issues of the American Political Science Review will show that it still

represents the mainstream of the prufession and has not been replaced by [though it competes vigurously with] the nlien imports of game theory and public choice.

Anyone who does not know the difference between the helivioralists and the udvocates of economic rationality should rerend Harold Lusswell, the leading behaviualist of them all, or Charles Merriana himself or Hamild Gosnell. . . . Professor Lowi reads my Arhamis-

tratire Behavior [1947] in a most peculiur way. My book and my other tings procluim a very limited form of human intignality (which I later christeneil "buunded rationality") that acknowledges the whole person: values, emotions, stapidities, igno-rance, and all. Madison, Hamilton, and Jay would have had no difficulty secing in the administrator of Arlavia tratire Beharlor the same homa politiens that they described in the

My hook and my later research and writings on bounded rationality, fur from embracing proclassical economic orthodoxy, have been consistently proclaimed anothera by mainstream economists, who are only now beginning to sense that human beings are not global-ntility muximlz-

In recent years, I have used the doctrine of bounded rationality-in my Nubel Address, in Reason in Bunan Affilies, and in virtually everything else I have written in political science und commics-to enstigate the conomists and to show them the error of their excessive adoration of un muchievable rationality and their failure to provide empirical support for their assumptions about human choice. Small thinks I get from Professor Lowi for braving the arraws of the neoclassicists, the game theorists, and the public-clasice theorists. In his war against the economists, he would be wise to necept all the help he can find, especially from those who have already been engaged in the battle for over 40 years

My must recent paper in the Amerlean Political Schure Review, the tulk I gave on receiving the as-sociution's James Madison Award,

missionaries of econumic rationality and public-choice theury. If Profe sor Lowi will read that paper, he will find in it a strong plen for studying the focus of public attention as a central vuriable in understanding political phenomena. In this paper, as in my books, the individual decision make is never independent of suciety. In fuct. Administrative Religion is a pains to point out that human ration ality, even hounded rationality, is

possible only in a sucial setting. But what of the reductionism of the decision-making approach? I hear an echo of a cry that his been raised in other sciences, e.g., "molecular biologists don't understand the whole living organism." Indeed they don't; but they have taught us an enormous amount about the processes that make the organism live and function And they do not deny an essential complementary scientific role to cell ologists, physiologists, ethologists, ecologists, or population geneticists

who adopt a more holistic view. Theorists of decision making don't understand the whole polity either; but they have tought us an enormous imount about the minds (and emotions) of the human characters who play roles in the political drama: votoffice holders, civil servants. Inbbyists. They have told us much about how these neters think what they know, and what thay value. Without that knowledge, accounts of events at the global, holistic level become pointless til hair-raising) dranus withut plol or motives.

No one argues that all political studies should take decisi as their organizing thread. But for all been un extremely effective organiz er, shaping much of the most ascful work in the discipline. And for larger systems (e.g., in studying public ndministration), the underlying structure of decision-making processes illuminates the coherence of the

Hus political science in fact prosti unted itself to serving as the PR voice New Conservutism (n.k.a. liberal

(and bulls) either stimd up or lie

down. They never all down. . . . S. Robert Powell.
Adjust Instructor of Humaniles
Pensylvania State University
Worthington-Screeton Campus
Dummore. Ps.

Regarding your squlb about bedding for cattle at the Universi-

ty of Illinois: Cowa don't sit. To a

city slicker it may sometimes look

that way because cuttle occasion-ally pause briefly on their haunch-

es when they go from a lying to a

LOWELL BOOM

TO THE EGITOR:

tanding position.

"The nutual fund managed by the second-year MBA students has antaerformed the university's pension investments for seven quarters now, and the faculty want to switch over.

ism)? The trends that Professor Lowi on two complaints. First at least two discerns in American government since the Great Depression are surely there, as muny others noticed long ago. But the response of political science to these trends has surely not been uncritical. . .

I flud equal difficulty in shoring Professor Lowi's despair about the present state of the discipline. It is quite three that game theorists and nublie-choice theorists have entered into pulitical naulysis with enthusiasm, often rediscovering truths that hadlong been established in the political-science literature, sometimes proposing hypotheses that assume an outmgeously unlikely level of rationality. But a simple count of page allocations in the American Pulitical Seleuce Review would show that they do not enjoy the begemony that Professur Lowi deplores. And, as the example of my own APSD article of six years ngo shows, they have not gone

I will not inbel Professor Lowin lohnny-come-lutely in the utrusple the excesses of national a ysis; I will welcome him us un ully (if he is willing to join himself with the Devil). But first he must get his facts straight and the names of the players HERBERT A. SIMON Professor of Computer Science

and Psychology
Curnegie Mellon University
Dittabase

Encouragement' of a scientist's appeal

TO THE EOITOR:

I am impressed by the courage dised by The Chranicle in publicizing the struggles of n minority of sciitists who have challenged the virus-AIDS hypothesis. In the article by Thomas J. DeLoughry, "40 Scientisis Call on Colleagues to Re-Evalu nie AIDS Theory" (December 4), I was correctly cited for suspecting that my university is cool about my stand against the Alos virus, given that the University of California col lects millions of dollars in overhead from the large numbers of uc scientists who conform with the virus-

Ains hypothesis. However, The Chronicle was misinformed by oc Berkeley's Office of Public Information that "the inatitu tion has encouraged Mr. Duesberg to pursue his appeal" of an NIH deci against renewing my "outstanding investigator" grant. In fact, the very existence of this misinformation lends support to my view that the oc administration is biased in faor of majority views und majority

My effort to appeal the NIH decision not to renew my grant was based

review my grunt on onengenes were mereial conflicts of interest. One of these is an HIV researcher who had developed AZT for Burroughs-Wellcome in 1984 and is a close collaborator of NIII's Dr. Robert Gallo, the father of the virus-Ains hypothesis. This reviewer had never worked on oncogenes. A second reviewer was compromised because she has direct family ties to Gallo . . , and is a eareer my scientist.

The second complaint involved the NIII claim that the grant was reviewed by a panel of 10 peers. This was untrue; I was told by three of these reviewers that they had never even looked at my application, and by a fourth one that he had looked at t briefly and had given only a verbal, but fuvorable, evaluation over the

The NIH informed me that up up penl must be signed by the UC ndmin istration. But my efforts to get this signature ended hist June, six months offer being initiated through the prop-er channels, with a letter from Pro-vost and Dean Curol f. Christ: "Juni sorry to write you that, as Dem Bemley Indicated to you on April 22, 1991, the University will not pravide you assistance in pursting your appeal of the nut decision on your

In my effort to clan'ty the contra diction between the Provost's decision and the information given to The Chronicle by oc's Office of Public Information, I spoke with Senior Public Information Representative Bob L. Sanders, who first tried to convince me that the meaning of "encouragement" is ambiguous, and nothing to do with this.

PETER DUESRERG Professor of Molecular and Cell Biology University of Cellitornia to Berkeley, Cul. Berkeley, Cul.

Holocaust revisionism: the debate continues

TO THE EDITOR:

Karen J. Winkler's survey of scholars' dilemma regarding assertions that the Holocaust never hanpened ("How Should Scholars Respond to Assertions That the Holocaust Never Happened?" December Yale's "Archive of Conscience," ("Yale's 'Archive of Conscience' Provides Scholars With Videotnped Accounts From Holocaust Survivors," December | |) were instructive contributions. The massive documentary evidence based on German Continued on Following Pope



ALARMINGLY, AFTER FIVE MINUTES THE POOL HAD COME NO CLOSER

A Start Ask

TO THE EOITON: just as it currents people.

Not in Our Field

I was interested to learn that old telephone books are being used as bedding for eartle at the University of U.S. of the control of the contr University of Illinols ("Directory assistance for Illinois cows," De-

is scuttered over the barn floor und changed once u week, after the cows have ground it into pulp by stunding and sitting on

Ferdinand, the bull in the ehildren's story "The Story of Ferdiin the last paragraph of the article we learn that "the paper the flowers, but real-life cows

TO THE EUTOR: Having grown up on the farm, I enjoyed a moment of mirth read Cattle "sitting" about is a truly comic image evocative of "The

Fnr Side" cartoon.

Letters to the Editor

Cantinued Fram Proceding Page and non-German primary sources, oral histories such as the American Jewish Committee's Holocaust Survivors Project in the 1970's, . . . as well as the scholarly literature published in the last 30 to 35 years, provide convincing proofs and leave no doubt concerning the main aspects of one of modern history's major hu-

Still, the ignorant, inept. and at times outright irresponsible attitudes toward the annihilation of millions of European Jews (and other groups considered "subhuman" by the Nuzis such as GypsicsI are widespread and frightening. The causes and im-plications go beyond deep-scated and recently revived ethnic-racial liostilities, so correctly emphasized in Ms. Winkler's urticle.

The article also reveals the difficulties inherent in drawing a line he-tween scholurship, political prupu-gandu, and even the lastic right of free apeech. In this context, allow me to make three points.

t. There is the crucial responsibility of those collecting, preserving, and making public primary sources reinted to the persecution of Jewa, sources such as photos, eyewitness accounts, memoirs, etc., from the Nazi era. All too often interviews are conducted by people inadequately trained or ignorant of lilatory; also, tapes are transcribed by unqualified typists, whose transcripts are not proofread, so their correction is a consuming, if not impossible, task. Similar "technical" shortcomings abound in some itinerant or even permanent exhibitions, which intend to illustrate the horrors and background of the Holocaust. Too many errors in the spelling of names, transintions of foreign texts, identities of persons and places, and geography

und chranology, however, tend to undermine the credibility of the materials on display, suggesting that manship, propaganda rather than truthful presentation of historical facts, were foremost on the minds of hurried organizers, who either failed to invite a group of experts in the ublic at large or refused to take criticnl advice into account.

2. The responsibility of the media

for a measure of confusion concerning the Holocaust cannot be overstat ed either. Under a bold headline, "Holocaust toll may be revised upward," The Denver Post of December 16, 1991, included the following paragraph in an AP story dutclined Jenusalem:

"Originally, researchers thought most Saviet Jews were killed by Soviet [sic!] firing squads known as the Nuzi Eusatzgruppen. In the initial stages of the war, the squads lined Jews up at the edge of huge pits, killed them, then buried them in the

In his classic study, The Destructhin of the European Jens (1961). Raul Hilberg, whom Koren Winkler cites, devoted more than 30 well-documented pages to the special German anti-civilinn killing squods called Einsatzgrappen, whose training began months before the Third Reich's at-tack on the Soviet Union in Inte June of 1941. Yet more than half a dozen phone calls to the paper failed to re-sult in the correction of a blunder,

which cast serious doubt on the reliability of the entire report. . . . 3. The example just mentioned.

shows the significance of teaching history in the United States in our own duys of rampant functional liliteracy. The study of the Holocausi should not be confined to special



"OK, my this one. We put two full professors on the committee to give it clout, and a new assistant professor so the work will get dome."

courses on Jewish history, however impartant these may be. The Jewish Holocaust, and any ather holocaust e.g., in Southeast Asia, the Near Eust, or the Ukraine, must be an integral part of teaching about the particular country or society in the midst of which such "holocausts" occur. . .

If a university, as mine has done in the past two years, fails to replace retlring teachers of German, English, Spanish, and Latin American histo ry, and may do the same in the fields of Central European and Russion history in the near future, it can hardly do justice to the Holocaust or, for that matter, American studies. . . .

GEORGE BARANY Professor of History University of Denver Denver

TO THE EGITOR:

I was very intrigued, as a teacher of the Holocsust, by the article about the place of historical revisionism on the college campus. Historical revisianism, in its purest form, is the continuing interpretation and reinterpre-

most positive, since it allows us to license to rewrite history in contra examine history from many different diction to all extant evidence, esp erspectives. It is important that this kind of historical review be fully protected by academic freedam and not be suppressed by political, religious, or any other considerations. Having said this, however, I would

like to add my voice to those who have said that denial of the Holocuust has no ploce in institutions of higher learning. First, the "scholarship" of the proponents leaves much to be desired. The Institute for Historical Review, the clearinghouse for this "scholarship," is associated with the Liberty Lobby, a virulently anti-Semitic organization that sees Jewish conspiracies in most modern historical events. It is most disturbing when groups such as the Institute for Historical Review/Liberty Lobby dis-honestly peddle their hate under the façade of "academic freedom."

Secondly, while those in acudemia must offer protection to all legitimate historical viewpoints, the important distinction must be ninde hetween intation of historical events. This is demic freedon must nut be used us erpretotion and interpolation. Aca-

citally by groups with an agenda of hate. The Holocount taught as the consequences of allowing political propagandists to rewrite history their own image. Both scholars and academic freedom are under mined when we lend credibility to the Holocunst deniers, even in the ma

Finally, while the Institute for Hi torical Review has the right under t Constitution to shout their bate for the mottops, academic institute have the right and regroupibility of discriminating about what is taught their institutions. We must not let # moral relativism that plugues our si cicty blind us to the fact that the H locuust represents radical evil, as à those who seek to deny it.

RABBI SIDNEY A. VINEBUR Adjunct Accional Pufestr of Religious Stoke St. Northerl Colog De Fere, Wa

TO THE ROTTOR ... In my opinion, those who as

The Growing Isolation of Academic History; Discovering How Scientists Really Work; Elevating Ignorance and Philistinism to a Moral Principle hns become both its protector and its jail-or, it will remain isoloted from the vital that they had remained undiscovered

CAN NOTHING THEN BE DONE to end the growing isolation of nendenic hiotory? Is the present division between "professionni" and "amateur" historians, between "true scholars" and "mere popularizers" to be occepted ao permanent ond unalterable? To do so would be to ocquiesce in the irrelevance of the discipline for the community in which It once performed a vital cultural function. Hence, the task confronting historical scholarship loday is to assert once again that the study of the past is more than technique or methodology, more than research or data. Historical writing requires the exercise of a form of practical Judgment, on obility to asseas humon beings and their conduct, that connot be reduced to a science. Thus the insights gained in business or government or law or journalism brooden nud enrich historical writing. And therefore we must try to reunite life ond learning.

Whether the historical profession is capoble of bringing about such a reconcillation between community and scholmship remains problematical. The present condition of the discipline as an academic subject has its obvious advantages: security, statue, modest affluence, and a sense of togetherness. Yet unless history emerges at last from the campus, which

Land Control of the C

of the college wall.

-Thvodore S. Hamerow, professor of history at the University of Wiscousin at Madison, in the fall 1991 issue of Academic Questions

ND WHAT, YOU MIGHT ASK, IS O NEU-And what, two middles of book robiologist doing writing o book about astronomy? . . . While out hiking ond admiring the viewo from oncient ruins such as Stonehenge, I atumbled on something interesting, a candidate for how the first shanian, the first priest, the first prophet-nany be even the first scienlist-might have gotten started in their part-time occupations, back in the hunter-gatherer days of the Ice Age. I have come to think of ancient astronomy as the first "knowledge-based industry," that a shaman was also likely the first

Still, I might not have golten pround to writing a book were it not for how wel the discoveries illustrate something nhout how scientists really work (in contraat to the mytha that build up). When I blunder into a scries of simple discoverles that many o high-school science sti

over all those years of visitors to such oites morveling over the architecture, nearly olways saking, "Whot was it for?"—but advoncing no further. How does auch a question over achieve a tentstive answer, susceptible to the betterknown scientific process of rationolity and careful testing? We teach the rationol part of science . . . but we seldom manage to get across the crestive process that opans the time from the first "Isn't that interesting?" to the scientific debates in learned journals. I suspect that the scientific crealive process is little different from the creative process involved in writing a novel or composing a sympho--William H. Cnivin, professor

of neurobiology ni the University of Woshington, in How The Shaman Stole the Moon: In Search of Ancient et-Selentisis from Stonehenge to the Grand Canyon, published by Bantam Books

WHAT IS FINALLY AT STAKE IN the attack on the curriculum and canon is not only the truth of history and the viability of political union, but the grounds of human understanding as well.

. . . Multiculturulism's pigeonholing of authors and historical actors by race and gender is antithetical to humanist tradition. It elevates ignorance and philistinism to a moral principle. No one who has cought even a glimmer of the complexity of Plato and Milton could reduce them to coefficients of race and gender. But students have always sought tools for aimplifying the past, for reducing its vastness to a manageable scale. Deconstruction was porticularly appealing, because negation always seems more powerful than affirmation. Multiculturalism continues n deconstruction's tradition of negation, but cuts a wider swath. With o single slogan such as "Hey, hey, ho, ho, Western culture'a got to go!"-students can dismiss an entire civilization. The effect is intoxicating. Yet it is a high that will leave us apiritually impoverished.

Our public and private language is becoming increasingly inarticulate. When our language ohrinks, so does our world. The works of Western civilization offer not just the foundations of liberollsm but voices of unparalleled eloquence and beauty. They challenge us to respond. By silencing them we are ultimately silencing ourselves. —Heather MacDanald,

lowyer, in the January issue of The New Criterion OPINION

telling the truth welcome dissent while those who are hiding something stifle it. Stifling dissent obout the Holocaust seems to me both un-War II was a terrible Halocaust for everyone concerned, and there is still a great deal to be told about it. So let the other side be heard; if they have anything on their side, I want to know about it. If not, at least my decision to deny their view will be a rational one. Louise F. Leonard University Librarian University of Florida

Endowment-rich schools ary wolf over finances

TO THE EOITOR: Why is it that every time read stories about how financially strapped institutions like Yale ore, aders every year constantly belly ache to Congress and the press that "there just isn't enough money" for them in the military budget ("Yale U. Buffeted by Storm Over Its Fiscal Problems," December 4)? One of these days, I feel anfe in predicting, someone is going to ask why outfits like Yale (and I don't exclude my own institution! remain tux exemple and insulated from public scrutiny.

JACK SELZER peinte Professor of English asylvania State University University Park, Pa.

TO THE EDITOR:

I have been struck fur some time now by the peculiar insistence of those who control the purse strings of higher-education institutions that ennents are untouchable and must grow ever larger. Though this posi-tion is axiomatic umong such individuals, ... its untenability grows in tion to the atricken complaints the controllers that their institutions are mired in poverty and must e surgiculty reduced.

Yale's current "budget crisis," nicled in your December 4 edition, in symptomutic. The institution apparently wields a \$2.6-billion endownent. A glance lnick to The Chronicle of February 21, 1990, reveals that since June 1988 this number 2001. ber grew from a mere \$2,044,397,000. Donald Kagnn, dean of Yule College, ently snorts ot the idea that un extra odd \$80-million from the Bass

LET'S TRY COMMUNICATING IN MORSE CODE," HE TAPPED.

family chuld possibly lead to any problems. Please don't expect to be taken seriously, Mr. Kngun. Your employer is very rich and getting richer. If you want to cut a programs, the reason is not that you

Men must be educated about sexual harassment

TO THE EDITOR

The statement "The higgest obstacle that colleges face is finding ways to encourage victims to come for ward" in The Chronicle's front-page nrticle about sexual hurasement is frightening ("Colleges Scek New Wnys to Deal With Scanal Hnrassment ns Victims on Campuses Are Reluctant to File Complaints " De cember 4). Why should rictious risk their personal reputations, enreers and snnity by coming forward?

Violence and statistically verifinble discrimination may justify such u cost, but not most individual incidents of sexual hanssment. Winner need to cope, not fight. If colleges stead of educating men, the bottle between the sexes will cause terrible misery for us all

To reach students, colleges must support men like Ronald Campbell red in " 'A Sure-Fire Winner Is to fell Her You Love Her: Women Fall for It All the Time'; Men Talk Prankly With Counselor to As-Rune," Nuvember 13) who belo psychological, and legal implications

To reach facalty, the Mathematicnl Association of America presents skits of "micro-inconities" at national meetings, Individual micro-inequities may be relatively minur, but cullectively they chip away at warmen like drains of water on a ruck. We ilranative incidents that actually hannened in our community recently netresses. Most skits ewike hunditer men to learn.

Handreds of mathematicians have flocked to euch performance of these

Scholars debate age

То тне Есітоя: Frank J. Yureo (Letters to the Editor, December 11) criticized my sug-gestion that the Great Sphinx of Giza predates its standard attribution to the Pharaoh Khafre, circo 2500 a.c. ("Research Notes: Study suggests Sphinx is thousands of years older

which may superficially sound convincing, but do not stand up to close scrutiny. Yes, the body of the Sphinx is composed of a very poor-quality limestone, and the base of the Sphinx was aubjected to the highest Nile floods; flood waters are known to have flooded the bases of the Sphinx and Valley Temples and lopped oround the bottoma of the paws of the Sphinx in historical times. How ever, these observations do not falsi-

entertaining skits. Mnny stay for discussions afterward. Participants of both sexes emerge from these discussions startled at how differently men and women perceive empus reintionships between the sexes. A "Skit Kit" is available from the MAA (1529 18th Street, N.W., Washington 20036) so that others may use our skits and discussion format, but we

and dramntize their own skits. ancs observed that when the boys throw stones at the frogs, the boys do it in fun but the frogs hurt for real. Throughout the 1970's, whenever wimen pritested sexual "Cun't you take a inke?" That wonten have illnilly gained enough power to make our pain noticed does not justify scapegoating a few men, when must men are simply doing as they

were tinight.
Until very recently, most men bud not tuken women's suffering seriously. Once they realize what they are doing, most men try to change their hehaviar. Perfection is not possible for anyone, but most people want to be ethical and kind, Universities are based upon the assumption that people can learn if taught. Let us

PATRICIA CLARK KENSCHAFT
Professor of Mathematics
Montchin State College
Upper Montchin, N.J.,
and Chair of the Committee
on the Participation of Women

of the Great Sphinx

Yureo raises a number of Issues 7000 or 5000 to 3000 s.c. This, of Sphinx dates back to at least this time

fy my hypothesis of an older age for

If the water crosion seen on the body of the Sphinx and the walls of the Sphinx ditch was due primarily to the periodic Nile flooding, one would expect the heaviest erosion to be at the base, resulting in the undereurting of the limestone. Instead what Sphinx and along the walls of the Sphinx enclosure is that the heaviest crosion has occurred at the ton of the back and neck of the Sphinx, consistent with precipitation-induced erosional features. The head is enmposed of hurder, probably partially dolomitie. limestone that was bly recurved in dynnstic times. Contra Yurco, there is no solid evidence that the limestone of the hend ever canned the rest of the Gizn Pintenu and, as far as is known, the cores of the pyramids are not composed o

If we are to explain the observed erosional feotures via Nile flooda, as Yureo suggests, we must posit that the Sphinx was consistently flooded nt least up to its neck in standing was ter for much of the period between its initial carving Istandardly said to be circa 2500 o.c.) and the first ancies repair enmpaigns that attempted to restore the outlines of its badly eroded body Ithese initial repoirs were carried out no later than circa 1400 B.C., according to the consensus of

the Egyptological community). Based on historical records, it is known that rather than being flooded, the Sphinx was buried in desert sands during much of this period. Furthermore, even If it were the case that the Sphinx was flooded up to its neck consistently during this time period, this does not explain why the limestone around the base of the Sphinx shows major discrepancies in the depth of weathering, as aeen on seismic-refraction profiles. Rather than hypothesize such drastic flooding, I suggest that the body of the Sphinx was eroded by precipita tion during the wet period of circu

Once one abandons the notion that the "water damage" (as Yurco calla it) seen on the Sphinx was produced primarily by gigantic floods that covneck of the Sphinx, It becomes valid to compare the weathering modes exhibited by the Sphinx to those exhibited by somewhat higher-lying tombs

FOLLOWING A SHARP DECLINE IN STUDENT APPLICANTS, THE UNIVERSITY ENROLLS ITS FIRST CRUSTACEAN



cut from the identical bedrock as the Sphinx. The overall pattern one ob-serves is predominantly well-developed, precipitation-induced crossing on the bidy of the Sphinx and the walls of the Sphinx enclosure as compared to the predominantly wind-induced erosion seen on the Old Kingdom tombs. These observations are computible with my hypothesis that the body of the Splinx predates Old Kingdom times and suffered an earlier and wetter climatic regime. These observations are virtunlly impossible to explain within the context of insisting that the Sphinx dates buck no further than

Old Kingdon times. . . . In his letter, Mr. Yurco succinctly presents the traditional story told by Egyptologists as to why and when the Great Sphinx was built by the Old Kingdom Egypthins: unfortunitely under close examination. I sugges that the Egyptological cummunity needs to rethink its atory.

ROBBAT M. SCHOOL Associate Professor of Science College of Havie Studies Hoston University

Author's query: fiction and two-year colleges

TO THE EDITOR:

For n study of the two-year college American fiction, I am trying to Identify characters in any medium of genra who are students or faculty members at such institutions would oppreciate ony leads or sug-gestions, however fleeting the mention of o two-year college connec-

NANCY LAPAGLIA
Humanities Department Richard J. Datey College 7500 South Pulaski Rose Chicago, Ill. 6065

The large volume of letters to the editor of The Chronicle prompts this suggestion; Limit the length, where now, sible, to 500 words. In the competition for space, short letters musi cometimes be given preference. may be condensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a day-

ARCHITECTURE

A Daring Master Plan That Has Served Washington University Exceptionally Well

By Lawrence Biemiller

TYPICAL Beaux-Arts conceil links downtown Si. Louis with Washinginn University's turn-ui-the-century campus here on the edge of the city. The conceil, an axis now mostly obliterated, appears in old phutographs as a street cuting straight through what became Furest Park. Tollay only the street's western end
survives—as a grand, tree-lined stub delivering the forgotten axis tu the foot of a
little-used stinceas. The strins, in torn, lift
the nxis to the cumpus's ceremonial entrance, an urched gateway in the niddle of
a Tudor pile culted Bronkings Hall.

On the other side of the guteway, in a handsome quadrangle, something surprising happens—the imposing axis bumps up against Ridgely Hall and fractures. Its haives are forced through separate, subsidiary archea on either side of Ridgely, and each half is soon split—asymmetrically—spain and yet again. The axis dissipates its momentum and its grandeur across the university's long, narrow site, jogging oround 1920's stonework and 1960's concrete, cut-ting over rectangles of lawn, squeezing through Jacobean fagedes, and finally expiring, exhausted, in front of the glass doors of the gymnastum complex.

Fracturing an axis may seem unremarkable toolay, but it was doring at the turn of the century, when Beuux-Arts formalism had all but overwhelmed American architectore. And it was in part what won the Philadelphia firm of Cope and Stewardson the 1899 commission to design the Washington University campus. The university has managed since to atand by the spirit, if not the letter, of the plan the firm produced. The reward is o campus that enables the compus tha

gages scholar and visitor alike, drswing both through κ series of linked spuces, large and small, all defined by buildings dressed in soft-red Missouri granite.

Cupe and Stewardson was one of six firms invited to enter unsate-plan competition organized by the university's trustcess after they decided to move the institution to a new site in the suburst. The other live entrants submitted thoroughly formal designs: McKim, Mead and White's, for instance, resembles a cruciform church. Those by Cass Gilbert and by Carrber and Hnslings look like plans not for s college symmetries—within the tront quadrangle, for instance—but placed other buildings seemingly at random. In doing so the plan drew on the firm's successes in adding Gothic-inspired buildings at Bryn Mawr College, the University of Pennylvania, and Princeton University, as well as on the models of Oxford and Cambridge, which Sewardson had visited before his death in 1896. "Gothic architecture expresses aspiration, growth, development," Walter Cope told Washington University's trustens in 1899. "The Gothic is not fixed but accommodates itself to every variety of

In several cases Cope benefited from mimicking the English colleges' diversity of styles, which in the originals results from additions and changes over the course of centuries.

but for a repeat of the 1893 Chicsgo World's Columbisn Exposition, whose gleaming white buildings had inaugursted American architecture's Beaux-Arts period.

CONTRAST, COpe and Stewardson's Gothic plan was a symmetrical—
meaning that it would not look incomplete if it was not built all a cone, as Buford Pickeas and Margaretts 1. Darnell point out in a 1978 book on the university's architecture. In 1899 the trustees had money far seven buildings, a respectable start; but any of the more formal plans would have looked unfinished with only seven structures. The McKlim, Mead and White plan, for instance, proposed a total of more than 25 buildings, each facing its twin.

Cope and Stewardson dld create minor

impulse and mood. It is one moment solemn—another plsyful. One moment it expresses power, ambition—another, contentment."

In his plan for the campus here, Cope effectively recalled England's medieval colleges by recreating their cramped conditians and irregular sites in just a few spots. He built the strikingly vertical Graham Chapel almost right beside a neighboring dornitory building, for instance, nathough the site would have allowed a generous lawn between the two. Cope's plan both preserved large, open areas and created a number of intimate spaces that have a surprisingly friendly feeling.

His building designs are similarly adept at exploiting the possibilities of scale. Seen from the bottam of the staircase it overlooks, the length and helght of Brookings make it as imposing a landmark as a college could wont; in designing McMillan Hall, a women's dormitory that is just as large, Cope disguised the mass with gables, bays, and towers in such profusion that the whole seems comfortably residential.

In seventi cuses Cope benefited from mimicking the English colleges "diversity of styles, which in the originals results from adultions and chonges over the course of centuries. In Brookings and filling ply, completed within months of each either to furn two sides of the front quadpagle, he contrasts a purely English Tudes style with the later, Renaissance-influenced architecture of the Jocobean era. He also copied the English colleges in assuming that no side door, no secondary tawe, was too insignificant to be well designed. His buildings entertain at every turn.

From the 19,20's to the early 1950's, a number of buildings were added to the campus by the firm of Jamieson and Spearl. By and large, the additions retained Cope and Stewardson's stylisticcabilory, although a pair of matching noclassical buildings was constructed in from of Brookings. Otherwise Cope's campus plan remained intact until 1950, when as enormous new library was constructed smack in the middle of the campus.

The beat thing that can be said about the library is that its above-ground portions rose only two stories, preserving the campun's skyline. But what the building could not have in height it took in florgists, agreeding over a huge area. And although its architects iried to offer modernist exhoss of Cope's Gothic vocabulary, the size and especially the site of the building dams it beyond redemption. The only entry fature that even begins to rival it as an eyestore is a series of fenced tennis could that block the central lawn near the gym.

New buildings since the 1969's have brought mixed results. A 1970 law school by a Swiss arehiteet, Dolf Schnebll, minics Cope's cuntryurds and vnriegated rof-lines in a concrete complex that has agal badly. The concrete is fluking, the window frames have dulled, and the courtyand needs desperately to be softened with greenery. New science buildings, not all of them sympathetic to their neighbors, have

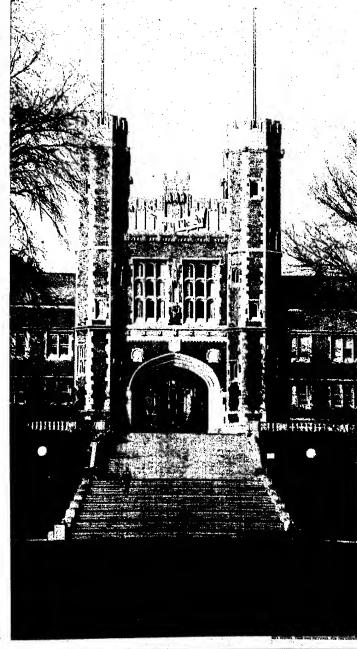
crowded the northeast corner of the campus until ita quadrangles ore little more theaders, shaded walkways.

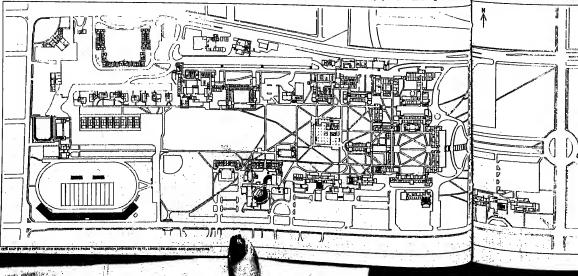
More PLASING is the effect of a 1985 business-school complex designed by the Boston him of Kalmann, McKinnell, and Wood for the southern side of the campus. It is the first building to respond at oil seriously to what the suiversity's architecture deum, Constante E. Michaelides, describes as one of the campus's most serious challenges: The side of the university must peuple sce regularly today is not the Brookings crimanee, much used in streetor days, but the long Forsyth Boulevard façade that marks the campus's southern edge.

Cope's plan for the campus foresaw a pedestrian core onto which buildings faced. In turn, the university's nurthern and southern edges accumulated purking lots, loading docks, and Dumpsters, none of them attractive. The business school, however, presents Forsyth with a hand-some and prominent entrance that recalls H. H. Richardson's trademork arches. The building also makes a deft transition from edge to core: On its campus front, the business school respects Cope's plan, establishing a terminus for one of lits suthshilarly axes and offering second and third my axes and offering second and third

walls to what becomes a new quadrangle. The business-school complex also series as a reminder that the Cope and Stewardson plan's flexibility has served the university exceptionally well. Other architects also worked in what has come to be called the "Collegiate Gobitic" style—Henry Ives Cobb at the University of Chi-equo, for instance, and James Gamble Rogers at Yale University. But on few other campuses has the intent of it single master plan been followed so long ur so successibly through—as Cope put it—"every variety of impulse and muod."

Washington University has no imposing entrance through Brookings Hall (righ), Beyond that, the campus plan (below) establishes on intimate scale and an eclectic churacter modeled on those of college buildings in England.





- Faculty exchange For sale
 Housing exchange
 Index

Bulletin Board

- Public nos

How to use this service

Readers of The Chronicle are invited to use these columns to four candidates for bona lide openings on their campuses, to seek new positions, and for other appropriate purposes.

Classified advertising rates (per insection)

Display: \$62 per column inch (boxed ads) Regular: \$1.25 cems per word (agaic type) Box number service: \$15 additional charge

No discount for undriple insertious

How to place ads

FOR SALE

HOUSING

EXCHANGE

World-wide home suchange for shortdong term travel. InvestedCity, 41 Sutur-1090ch, San Fractico, California 94184, 4433-673-0347; 6000, 788-6717.

SERVICES

Pro-Write résumés, curricula vitan, cover lotters: 1-800-321-1599—Give yourself na

RENTALS

Mailing Light Burnett Murketing izes in mailing juts for coreinsing tion, 1,800,837,8668

Please specify preferred publication date(s), format, and billing information.

Phone: (202) 466-1050, Monday, 9 a.m. to 2 p.m., Eastern time, Tuesday through Friday, 9 a.m. to 5 p.m., Eastern time.

Telex: 89-2505, 24 hours a day, 7 days a week.

Cable: r:uron washoc, 24 hours a day, 7 days a Telecopier (FAX): (202) 296-2691, 24 hours

a duy, 7 days a week. First class mail: Bulletin Board, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Special delivery or express mail: Bulleth Board, The Chronicle of Higher Education, Spite 785, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

SERVICES

POSITIONS

For information or to confirm receipt: (202) 466-1055, Munday through Friday, 9 a.m. to 5 p.in., Eastern time; FAX confirmations;

Advertising submitted by individuals who have not previously established credit with The Chronicle must be prepaid. Individuals or institutions which have established credit will be billed at the time of publication. Payment should be sent in: Accounts Receivable, The Chronicle nl Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

To reply to box numbers

Address envelope to Box _____, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Copy and artwork must be received by the dates below. No cancellations or changes can be accepted after the closing hour (Eastern time). No space reservations accepted.

issue Dale

January 20
February 5
February 12
February 19
February 26
March 4
March 11
March 18

POSITIONS

WANTED

Friday, January 17, 5:00 p.in Monday, January 27, 2:00 p.m. Monday, February 3, 2:00 p.m. Mourlay, February 10, 2:00 p.m. Frirlay, February 14, 5:00 p.m. Monday, February 24, 2:00 p.m. Mourlay, March 2, 2:00 p.m. Minday, March 9, 2:00 p.m.

POSITIONS AVAILABLE

1705. Kind., Hawaii Sci.33.

"Proportinally Visional Thirty year veterana proportion of the proceedings of the processing and barrier of the processing of t

POSITIONS AVAILABLE

WANTED

Aradium, Allelarde Persham Was Washing Shirt Instituted Thomshope's incolors in guiden in the control of the co

riches the sillivers of the healthers. Leaves a Court of the Section 1. The court of the sillivers of the Section 1. The court of the sillivers of the Section 1. The court of the sillivers of t

ellowshipe, chairs 9, 14, 20, 23, 25, 31-33, 35, 36

Geographic Index to Positions Available

Connectica: 16, 17, 20, 26, 27, 37, 45, 46, 50, 56, 64, 63, 64, 78 Deliavara 9, 31, 46 District of Columbia 10, 11, 12, 26, 29, 22, 17, 39, 43, 43, 55, 67-66 Parcials 9, 16-18, 20, 22, 23, 37, 34, 37, 40, 45-9, 27, 27, 28, 46, 30, 56 Corgia 12, 23, 26, 28, 32, 33, 39, 45, 30, 32, 45, 46, 46, 50, 56 The second section of the secti

Developmental student-education [48 Early childhood/viewentary education [1-13, 10, 18, 10, 22, 36, 27, 79, 31, 33, 47 Economics [1-13, 21, 14 Education [0, 11, 13, 18, 34, 23, 24, 25, 27, 28, 33, 48, 51, 53, 59

Okinhorus 23, 29, 36, 38, 39, 44, 47, 48, 64, 65 Oregon 9, 11, 17-21, 30, 34, 35, 49, 50, 52, 62 Perceptionals 9, 11, 12, 16-18, 27-31, 38, 28-30, 32-38, 40, 45, 47, 48, 50, 58, 58, 62, 64, 64, 66 Rhode Idend 21, 32, 34, 49 South Caroline 6-11, 12, 14, 16, 17, 21-31, 26, 29, 30, 35, 36, 48, 49, 61, 66, 67, 69, 70 69, 70 South Delizons 31, 46, 60 Tennestee 13, 16, 19, 21, 22, 28, 29, 33, 34, 36, 42, 35 Tenne 8, 19, 20, 22-25, 26-33, 35, 36, 36-41, 43, 43, 47, 48-50, 33, 34, 59, 61, 43, 64, 70 er, 63, 64, 70 ... m-20, 33, 34, 37, U.S. Turnisories IZ, 17, 18, 39 Usta Ti, 18, 19, 32, 47, 46, 33, 60, 66 Vermont IZ, 51 Vergland, 18, 20, 21, 73, 79, 70, 33, 35, 37, 45, 52, 39, 64-65, 62, 60 Washington, 11, 17, 18, 30, 23, 74, 26, 32, 39, 41, 47, 51, 59, 40, 22, 74, 26, 32, 39, 41, 47, 51, 59, 60, 60 West Upration 8 ... West Virginia 8, 29, 37, 38, 44, 66 Westonsin 12, 19, 23, 24, 36, 46, 51, 52, 53, 61, 62, 67

INDEX

To Positions Available in Dîsplay Ads

Model in south Proc For entering of adjustace Academic stations, 2, p. 1465, 1672.

Architectur stations, 2, p. 1465, 1672.

Architectur stations, 2, p. 1465, 1673.

Architectur supposed, 1877, 1884, 1885 Bulleton line 11, 34 (1), 44 (1), 45 (Dance 19, 28
Denny 10, 11, 46-57, 59, 60, 66
Denny 10, 11, 46-57, 59, 60, 66
Denny 10, 11, 46-57, 59, 60, 22, 44, 45, 47, 49, 52, 57, 50, 62, 65
Developmental andies/education 19
Early childhoods.

oʻyahar 13, 14, 16, The Control of the Co

gertal education 11, 19, as, 27-29, 33, 34 Speechshruning sciences 14, 19 Smeech/shesselc 11, 19, 21, 24, 23, 32 modelen 14, 46,

akola 14, 16, 19, 27, 34, 3a, 45. Noeth Deirote 14, 16, 19, 27, 34, 3s, 45, 68, 71 Obio 12, 17, 18, 29, 21, 2s, 27, 25, 30, 33, 33, 41, 42, 64, 91-33, 56, 57, 68, 61. 18 23. 29. 36. 38. 39. 44. 47. 4E.

NGEE ANN POLYTECHNIC REPUBLIC OF SINGAPORE

TEACHING APPOINTMENTS IN MASS COMMUNICATION

Nee Ann Polyschnic (NP) is en Internetionally recognised tertiery institution in Singapore effects gourses et the diploma level. It has a full-time student population of over 13,000 and a staff establishment of over 1,400. The compute covers an errer of 35 hectares and the Polyschic is tally subject to date the ching and support facilities. The medium of instruction is English.

Applicants are invited for teaching eppointments in the Mess Communication Department. The accomments are on either 2 or 3-yeer contracts. Visiting eppointments on a 1-yeer term will also

itectimements: A good basic degree. A higher degree en edventage Good ord and written communication skills Experience is teaching and medie technology Mateurun 2 years oxperience in relevent amplicyment Professional gwellficiations or oxperifice in one or more of the Idiowing ereas of Mass

Media in Asie end the Pecilic Social Psychology of Communication Radio, Television, Film Writing end Production Public Relations, Advertising and Convention Services

Communication Law

Communication Law
News Reporting end Writing
Copywriting and Grephics
Communicellon/Intormation Technology
Mass Communication Theory and Issues

GROSS ANNUAL EMOLUMENTS RANGE AS FOLLOWS:

Lecturer : \$\$40,000 - \$\$ 77,000 Senior Lecturer : \$\$66,000 - \$\$ 25,000 Principal Lecturer : \$\$92,000 - \$\$112,000 (US\$1 - S\$1.64)

The above includes the 25% gratuity of the last drawn monthly salery for each completed month of savics. The gratuity is paid on completion of contract.

Inaddition, the Polytechnic pays mid-year and yeer end variable boruses in accordance with the Government's rate. In past years, the range was from 1 to 3 months' salary.

Stall members may undertake consultancy work, subject to the epprovel of the Polytechnic, end relate consultancy lees up to a maximum of 60% of their gross around emoluments.

**Invariage and bagage ellowance for staff & lamily . Children's education allowance of taripasses and bagage ellowance for staff & lamily . Children's education allowance of intainum \$23.20 por parenum - interest lies estiling interest received in bload ecomendation on armal in Singapore . Subaidised housing at the Steff Quartors with recreational facilities.

Trace literated are invited to opply in writing, with copies of oducotional certificates end full perfouers of qualifications, experience, current anti-ospecied setery for Haadritumen Resourcas, NGEE ANN POLYTECHNIC, 535 Clamanti Road, Singapora 2159, Fix: 457 0115 761: 450 5233

Applications close: 15 February 1992

Section of Charles and a time state of the charles and the charles are charles as the charles are charles as the charles are charles as the charles are charles ar

incident Mole registrones, corrier of transverse to the control of the preduction, forced to the College of P. Other 131. However, the control of the Preduction of the College of P. Other 131. However, the control of the College of P. Other 131. However, the control of the College of P. Other 131. However, the control of the College of P. Other 131. However, the control of the College of P. Other 131. However, the College of the College of P. Other 131. However, the College of the College of P. Other 131. However, the College of the College of P. Other 131. However, the College of the College of P. Other 131. However, the College of the College of P. Other 132. However, the College of the College of P. Other 132. However, the College of the College of P. Other 133

UNIVERSITY OF ZIMBABWE

APPLICATIONS ARE INVITED FOR THE FOLLOWING POSTS:

1. LECTURESHIPS/SENIOR LECTURESHIPS/ASSOCIATE PROFESSORSHIPS
1.1. OEPARTMENT OF ANIMAL SCIENCE

This post is tensite for two years is the first instance. Applicants should have a good MSc degree This post is tensite for two years is the first instance. Applicants should have a good MSc degree the post of the control of the

A DEFAIL THAT OF CRUT SCIENCE.

Applicants should be experienced entomologists with expertise in insect ecology, isononomy, integnated Applicants should be experienced by the experience of the 1.3 DEPARTMENT OF BIOCHEMISTRY

Applicants should be blochemists Instined in Molecular Biology and must have an MSc degree oithough a Ph.O. will be an advantage. They must also be blochemists trained in Moleculor Biology.

The successful candidate will be required to leach in the area of nucled acids, recombinant ONA Technology and Enzymology A reasonable equipment inventory for research work in molecular biology exists.

Peak A Applican about the hottes of o in. D. In Political Science, piederably will specialisation in Political Trecory artfor international Qualifications in informational Juveniternational Zooronic Relations in the mali will be odded advantages.
The successful candidote will leach international Relations, Political Theory of postgratulate level as well as supervise students preparing dissertations.

Foat B: Applicants must hold a Master's degree in Statistics or Computer Science or Social Research Methods and be familiar with statistics for social science research and analysis.

The ouccessful applicant will teach Research Methods to Master's atudents and Basic Computer Opera-

2. RESEARCH PELLOWSHIPS/SENIOR RESEARCH FELLOWSHIPS

2.1 DEPARTMENT OF ELECTRICAL ENGINEERING 12 Posts

2.1 DEPARTMENT OF LICENTICAL ENGINEERING (2 Postal Peed 1 The post is insulted for one year in the first insulted processing the peed of the peed o

Applicants should have a good first degree in electrical/electronics engineering. A good his unwiledge of practical experience in modern power electronics or electric vehicle control or modern electrical trives will be on artificial administration.

will be in added understage.
The successful candidate will issaist in lite development of hybrid vehicles which use a combination of diesel and electric post.
CONOTIONS OF BENICES

Bolli permanent and short-term contracts are offered. Persons who are not Zimbobwean cilizens may be appointed only on a short-term contract basis for an initial period of two years. Short-term contracts may

Overseas applicants may obtain opplications by writing: Anita Johnson, African-American Institute, 83.5 United Rations Flaza, New York, NY 10017

Z\$30 616 · Z\$41 472 Z\$42 588 · Z\$54 972 Z\$48 264 · Z\$50 758 Z\$51 276 · Z\$54 336

Studies. Applicants thould be ve a Ph.D. or suproprising terminal degree (ABD comise) and the common studies of the common studies. A physical for the common studies of the common for developing a young severam, and a commitment to liberal serveduciation and selectuarities. See selectuarities of selectuarities of the common severam, and a commitment to the common selectuarities of the common selectuarities of the common selectuarities. See a selectuarities of the common selec





THE UNIVERSITY OF AUCKLAND



New Zealand A Chair In Information Technology IVacancy DAC.80; A Chair in Financial Management IVacancy UAC.1021 A Cheir in International Studies in Commerce

TAMAKI CAMPUS

To cate the law resonagelemand his university places in Auckland, the University is developing a new campus at Tamaki in a vite 12 km from the Malin Coupses, Crobe so Auckland's vite predict. Teaching commerced in 1979 with a stream of Batchein of Commiscre students and in intended to state at an and outching in 1979. Unlimitedly Tamaki Campus will follow research and teaching in organisms: in a violde range of Arts, Commiscre Schrifte and teaching organisms: in a violde range of Arts, Commiscre Schrifte and teachinglogs and will provide places in approximately 7,000 tradelles.

The Chairs in Financial Management and in International Studies will be in Lamaki's Cummerce Dission, while the Chair in Information Technology could be in wither Famaki's Commerce Division of Science and Technology Division depending on the successful candidate's held of experting.

Division depositing on the successful candidates beld of experitus, for the Char in International Stuthes, the University is seeking candidates who have sitting interests in the bittinational aspects of any field of Com-niver. There is interest in candidates who have experitus in the business, management and economics in the AsiaPacific region bus equally those who have more global interests or a trimporan froze ceitful also be distative.

For the Chair in Information Technology, the University is seeking applicants who small diversity storage programmes in Commerce and in Science. Applicants who small diversity storage programmes in Commerce and in Science. Applicants who storage the Applicant Science Computer Science. Information Systems, Engineering, or an appointable Institute of Mathematics, journified that they have a research of the Commerce application and technique tacking multi-primaril relevants to the position. These will experite in Commerce allows, and Networking are particularly concernaged to apply.

The University wishes in appoint candidates who are not only academically strong in their own lich's but are also interested in developing a new institution and giving it a distinctive character within the University of Auckland

system. So that each of the Chala holders will have the benefit of the scholarly owintensimed of an established department, they will also be appointed to the lepartment of their directions on the ratio rule returns. This will give them the ratio of the state of the state of the state of the state of the and participate in solidarcative research as well as partic, part in the state of their respective facilities.

Commencing salary will be established within the range \$NZ80,080-\$NZ99,840 per amum with a pussibility of supplementation.

Further information, Conditions of Application and Arched of Application are available from the Assistant Register, Academic Appointments, Liniversity of Auckland, Privace Bag, Auckland, to whom applications should be forwarded by I MARCH 1902.

Please quote the relovant Vacency Number in ell correspondence The University of Auckland
An Equel Employment Opportunity Employer



Universität Witten/Herde Department of Business Administration

The University of Witten/Herdecke is one of the few private isualizations of higher learning in Germany. We have the archition to inspose seaching methods as well as retearch agendus, and we place alrong emphasis on the

The department of Business Administration and Economica renters in interess on practical experience to business, on issues like organizational development and culture, on economic near local change, and on an applictmology which is adrepare for a social science. We are customly seeking applications for a

More important than the number of publications in your luterest in teaching and in science, as an exceptive and no adventure. If you speak Germo or if the prospect of having to learn it does not deter you, please contact

Prof. Dr. G. Wolget, Warnetair. 2, G-5810 Wilton 5, Germany, Tel. 00 49-23 02-80 19 25 Fax. 00 49-23 02-80 04 69

Agricultur-fileminen New Manico State
Agricultur-fileminen New Manico State
Agricultur-fileminen New Manico State
Agricultur-fileminen Anterior
Agricultur-fileminen Anterior
Agricultur-fileminen Anterior
Agricultur-fileminen Anterior
Agricultur-fileminen Anterior
Agricultur-fileminen State in Editor
Agricultur-fileminen State
Agricultur-fileminen

irodusery lecture couper and courte in fine theory and areastices. Willeague in the couper of the co



THE UNIVERSITY OF AUCKLAND New Zealand

FACULTIES OF ARTS AND OF SCIENCE

DEANSHIP OF ARTS (Vacancy UAC.96)

DEANSHIP OF SCIENCE (Vacancy UAC.97)

Both these vacancies anse as a result of changes to the management struc-tures for University. Hitherto the Deanships have been elected, honorary

appromisem.

Appointment to the Deanships will be for an initial term of five years and theeseler tenevable for a turker period of up to five years. Appointments will also carry with there appointment to a Chair in an appropriate department which the laculty currented.

Applicants must have gained distinction in academic life and in research and, at the same time, have demonstrated potential for university administra-tion and leadership.

non and teatenthip.

The Doan will be required to advise on appointments and promotion of staff, allocating monies, developing proposals on building requirements, encourage research and teaching, work in consultation with the appropriets Committees of the University and Heads of Departments of the Faculty and chair the meetings of Faculty. Commencing salary will be established within the range \$NZ80,088-\$NZ99,840 per annum.

Corollisons of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, Frax 64-799 317, to whom applications should be forwarded by 31 MARCH 1992.

Please quote the relevant Vacancy Number in all correspondence. The University of Auckland An Equal Employment Opportunity Employer.

THE IOHNS HOPKINS UNIVERSITY

The Paul H. Nitze School of Advanced International Studies

The Johns Hapkins University Nanjing University Center for Chinese and American Studies

Center by Chaire and American Studies

The Poul M, Rise School of Abassot Distriction Studies (\$415) of Tree (olins Ropides University with a applicationshormalisation for an enterprise information of the school of American Studies in American American Studies in Newloys, and the school of the Studies Studies Studies of the Studies Studies Studies of the Studies Studies of the Studies Studies in Newloys, PRC. One of two streets for Claimss and American Studies in Newloys, PRC. One of two streets of the Studies of the Studies

THE JOHNS HOPKINS UNIVERSITY The Paul H. Nitze School of Advanced International Studies

Tite Johns Hopides University Nanding University Center for Chinese and American Studies

Center for Chinese and Annalous Foodles

The First N. Nites School of informational Studies (SAS) of The
First N. Nites School of information in the adolescent
in the joint ulmeraby of information in the adolescent
in the joint joint template University of the property of the property

depter, Ph. D. in related above 1972 a recommendation of the Construction of the Const



Australia

Faculty of Education

LECTURER IN EDUCATION (TESOL IN SECONDARY EDUCATION PROGRAMS School of Teaching and Curriculum Studies

Reference No: 01/01
The appointee will conduct courses in TESOL seconduction in the DipED and BEd programs, contribute courses on teaching and learning, and supervise the practicu Applicants should have a strong ecademic background in ten TESOL and education and successful teaching appearant in

ce in teacher education would be desirable. n addillon, experience in CALL and the ability to teach town anguages would be an adventage.

languages would be an advantage.
This successful applicant should be able to participals as a member of a learn in the introduction of teaching and learny principles in the teacher education program.
Appointments to lectureships have the potential to tead to leave and are usually probationary for three yeers.

For lurther Information phone Dr K Laws (612) 692-3185# Prolesso: C Turney (612) 692 2825.

Salary: Level B: A\$39,463 - A\$48,688p.a. Top of solary acale unevaliable until July 1992 Closing: 27 February 1992

Method of application: Three copies of the applications, guife reference no., sed including surficedum vites, list of publications with the armse, eddeesses sed les nos., ol a feet finise and no not han live refereac to the Assistant Register (Appointment), 8th Office (KC7), The University of Stydney, Na.W. 2006 Australia by the Common CC7). The University of Stydney, Na.W. 2006 Australia by the Common CC7.

Equal employment opportunity and no smok in the workplace are University policies

CONTROL OF THE PROPERTY OF THE



AMERICAN UNIVERSITY OF ARMENI VICE PRESIDENT & PROVOST

The American Elisteristy of America nythes qualitied application of controllings for the position of Vice President and Proceed. The University of all the Verezon, Republic of America, and is not altitude of the University

of Collimate. The valent and Process will result on Yeve-an and will be regimelia for the admitsible about and supervisions of all capacity of the Districts or artisting, and administrative procedures in Neural Apparatures a Neural Apparatures and objects of the Neural Apparatures and Process of the Neural Neural Neural Apparatures and Process of the Neural Neural

1992. The three-edy startics of the tailege of Imprecing and the Colog Business and Astrogeneous His Harvestay was exhibited in the PIV with a package remoder in His nations. He could be a large and the Market with the color of the Market and the color of the Color

The University is using Latilities in Yearvan. A permanent campa planned at a location 15 kilometers from the Capital sity en uncettum 12 situmeters trum the capital sity
Candidates for the punishes of Vere Personels and Parota may be trad
Sales (Illern) and must be nationally resignment loades in immersity gita
from with a tecture of excellence in his a bring and research and approximate
of arbitrariation ability. Knowledge of American is preferred but site
required.

Numinations and applications will be accepted until Atach 15, 199
applications should include curriculum vitae and three references be

The President
American University of Armenia Corporal
300 Lakeside Dr., 16th Floor
Oakland, CA 94612

COCCUMENTAL DESCRIPTION OF THE PROPERTY OF THE Ambrorotopy, Syracore Unipolical Busine Hall, Syracore, New York 1700 AAFOR siao pepected. Ability to reach introduc-lory sociolosy desirable. Teaching load largely sare year. Seed letter of argu-cation, vita. there has recommenda-tion by Marth 1 to Sociolosy; thereon, the control of Sociolosy; the rest. You of South Coming Address, couch Carella 25001. AAES Umplus, co.

Authorization And Schriphers:

Andergodegis; Investigation (1975), for a pulsation, effective August, 1975, for a pulsation of the control of the control

DEAN OF JAPAN CAMPUS

BULLETIN BOARD: Positions available

plications are invited for the position, supported by non-tax-levy funds, of Dean of NY/Lehman-Hiroshima College, n branch compress of Lehman College that opened

near transform. In John Markette, a residential compose with excellent facilities on a do-see site 25 miles from Hinashima. Current corrollment is 385, expected to reach 1,200, including visiting students from CUNY and students from Kuroa and Tajwan. The Englishincluding various students from Colvi and students from Korea and Inflyah. The English-langunge campus offers new Asian students an intensive English-language program globwed by the Lehman cove curriculum in the liberal ants and sciences. Students may conlinue their studies at Lehman College or remain at l'ilinsbians to carn a Bachelor's degree.

The Dean is the chief ecademic and administrative officer of the campus; manages all The Dean is the content of the conte

Candidates should have an enrued ductorate and university teaching experiences Candidates should have an enraed disclorate and university teaching experience, substantial experience in college is visubversity administration, preferably at CDW; the shifty to represent CDW? and American higher education in Japan; and sensitivity to foreign cultimes. A knowledge of Japanese is not sessuital, Salary is highly competitive (52.25z to \$93,025), oversens differential added. Hussing is provided. Excellent benefits, Protton available August 1992. Screening will begin insurary 31, 1992 and continue until position is filled. Applicants should send curriculum whe and names, addresses and elephone numbers of at least three references to Propose Rosaname Wille Provost Rosanne Wille

CUNY/LEHMAN-HIROSHIMA



OPENINGS FOR ESL/EFL INSTRUCTORS

THE INSTITUTE OF PUBLIC ADMINISTRATION

The IPA, a government-spouseed institution for calministrative clearly processing the processing of th

without CORRACTI One year, renewable, with an excellent promitily askiny transmisses with experience. Salarhes near at 6.020 Small Rigads 151.766, in-duding a monthly transport allowance. Up to 10 Interneurous of 557.766, initialized to the control of the contr

erce.

BENEFITS: Include on annual increment, attraval tournal trap tickers last disc infrastics and family, remi-free accommodation. 45 days' paid vacation plus local habdoys, education benedits, free nuccical care and att end-of-service

The Director, English Language Center Institute of Public Administration RIYADH 11141, SAUDI ARABIA Felephone: 111 476-7507 FAX: (11 479-2136)

The Accomply and Particulation

of the Committee and Particulation

of the Committee and Particulation

of Committee and Parti

The state of the s

cecias indergraduate comparativo concelli. Any area specialitation due convenidamente Burope. De ene offen nodergraduate major in ser ny moneyaduate minor in nothropou nd major s dragens le sociology. The

ht should send a covoring lotter, a curriculum vitae and photicop-agrees, diplomas, certificates of experience, letters of references or make and other supporting documents to.

SAUDI ARABIA

Bedford Park Blvd. West Bronx, New York 10468 (212) 960-8922

An AA/FEO Employer M/F

ESL Professional American English institute University of Oragon The AEI is looking for 1-2 full-lime ESL professionals to begin Sept.

ISS, proloreadonals to bogh Sopt.

1902 (Issulphys. M. In Appoint
Complete Sopt. M. In Appoint
Complete

CENTRAL WASHINGTON UNIVERSITY DEPARTMENT OF EDUCATION

Chairperson of the Department of Education

The class provides using leadenship in program, currenthant, staff-development, and student relations; administration for developing and implementing department pulsey, leading, the department of pulsey, leading, the contract of the department of the innecessity consumity and seeder closely with external genomes and agreed got State Based and State Department of Education, Office of the Supermendent of Public Instruction, Educational Service Dantes, and other Codings and advisced for the Supermendent of Public Instruction, Educational Service Dantes, and other Codings and advisced for the Supermendent of Public Instruction, Educational Service Dantes, and other Codings and advisced for the Supermendent of Public Instruction, Educational Service Dantes, and other Codings and advisced for the Supermendent of Public Instruction.

Plantis, and oliet colleges and universited).

Requirements and Detonate in Education, there years' necessful administrative especiators in public-private schools and higher clearation, there years' uncreasful teaching experience or public-private schools and higher clearation, there years' uncreasful teaching experience or public-private schools and higher clearation, and encountered ability to provide bradening and information reconstitution. Secondariant Plantis research demonstrated learning to provide bradening and interest community and an administrative community and other proposals and administrative formation in community activities.

The appointer will become a number of the Department of Education. Rank, salary and tenute are negotiable depending on educational background and experience. Storting date, June 15, 1992.

To apply, acnd a letter of application or monitarions and a complete vita with three letters of recommendation to Dr. Ronald M. Frye, Dean, School of Professional Studies, Central Washington University, Ellenshing, WA 9820. Application deadline in February 14, 1992.

Tenure-Track Education Faculty

Corrisulant and instruction: Requirements: emied Doctorier in Education, minimum of three years' teaching expensive in K-1 public schools as a certified reader and expensive in teaching special curriculant and included code in Education, supervise packages as a supervise package in the expensive section in Education, supervise packages as submitted in the expensive packages are supervised packages. Because Markin Requirements are arrived Doctorier in Education Education in the instrument of the expension of the Education Internation and the expension of the Education Internation in the Education Internation Internation in the Education Internation Internation Internation Internation Internation International Internation Internation Internation International Internation International International Internation International Int

on graduate committees.

Elementates Eduction Residing | Two Possiblons): Requirements cannol Decrotate in Education; an emphasis on reading with supporting countwork in receiver are reading, Inguisege are and lessery instructionation of three persons in the 2-possible reading as careful enteriors. Responsible to a next multicular plant and appropriate and refluintly activity and supervise practical management. Please substituted of the constraints and supervise practical management. Please substituted for interesting in addition to other application materials.

application meterials, on the continue to the continue of the continue of the year's experience in S-public Coordinates (Equipment) to the continue of the continue of the year's experience as the supervision of continued like the continued of the continued of the continued to the continued the continued of the continued the continued of the continued the continued the continued of the continued the conti

seasons on compact two years regionned students, practicant anderes and underst teachers, when size, place shallows and quality and a minimum of five years incent receipting practicates in Eq. (pathet perhods a carried special carriants not for the surresting applicate will be enchancing between the knowledge-shie about pursues tanns, and stends in special characteristic applicate will be enchancing the state of the proper state of the sta

organizations.
To apply for family positions, send a letter of application, wha, and three current professional letters of reference to:
Dr. Contact Potter, Chair, Department of Education, Central Washington University, Ellensburg, WA 99926. All
assolication unterfals mast be received by Warch 1, 1922.

application materials must be received by March 1, 1992.

Central Washings: Universary is a competentive state interestry with m envisioner of nearly 7000 students at evaluating programs offered through the College of Letters, Arts and Sciences, the Science of Hastiness and Evaquenties, and the School of Plottaines Sander. The university is lossed at all Electrops, evely of 1893/1996 hours from South Studend on the Science of the College of the Castede mourtains in the Kitthas Valley, the area is considered one of the farest living evidencements in the Pecific Nouthwest.

environments in the Federic rotations in the first property of holds in faculty and its student body. CWU appears under an appeared Affiniative Action Program and a rapectably intercaved in receiving applications from women and monthly rapiditates. Spouges and partners are intended to consider these institute opportunities.

Affirmative Action, Equal Employment Opportunity, Title IX Institution

PUBLIC AUTHORITY FOR APPLIED EDUCATION AND TRAINING (PAAET)

KUWAIT

Faculty positions are immediately available in all the moks and specializa-tions indicated below: Professor and Associate Professor (earned Ph.D. in areas of specializa-

non required:
Assistant Professor, Lecturer, Teacher, Assistant Teacher Iminimum mass-ter's degree in sees of specialization is required!

tiers aggree in sees on specialization a required!

Departments and acean of specialization:

1. Departments of Basic Education—all basic arts and science: aish, chamistry, physics, English language.

2. Department of Commercial Studies—accounting, business law, computer second-order partners information systems freedium of instruction in America, and account of the second order partners and account or account of the second order partners and account or account of the second order partners and account or accoun

bid:
Department of Health Science (Allied Health Science)—deast hygiene, blammery, ruseling, medical records.
Department of Technological Studies—the following engionering fields: electrical [howest, mechanical teedings, mechanical, applied science, electrical, themical, applied mathematical, physics.

Qualified applicants increased to these openings should call, fax or write for applications, salaries, and conditions of service to:

Mr. Mohammad Al-Subhiton
Cultural Attache
Embassy of the Srate of Kuwait, Cultural Division
3100 International Orive, N.W.
Washington, D. C. 20008
Tel: 1202) 304-2114
Res: 12021 355-5394

Completed applications must be received no later than February 15, 1992.

per inclusional artistance in televier and interest per artistance in televier and personal personal artistance in televier and artistance in televier and interest personal artistance in televier and personal artistance in televier and a

FACULTY FOR EUROPE AND ASIA

Planning a subharral or leave of absence? The University of Maryland University College bere faculty as themseast retowards approximents to purpose the control of the College bere faculty as the most of the college parties opening used according of the most considerable parties opening used as college facilities and management, themseasy, computer applier anam, consequent saileds, extinuology, cosmonier, Epplish, government, listory, Moss appointments begin August, 1902. Henquiernesses include a doctorate or not master degree, recent college seaching experience and U. S. efficiency or not market when the control of the control o

Art/Douches: Fine Arts Department of Kartstoner University levelus applications for a full-fless, tensporery, one-year position for a full-fless, tensporery, one-year position in foundation drawing. Salary commensurates with as personer. Duties, commensure Fall 1992. MFA degree, antibilities proceed, oddays teaching seperience, and

politica for BFA, MFA and most of the property of the property

Rooft Carrian 1850-0207.

Art And Demantica Chair, Rank and other or special control of the Carrian Chair, Rank and other of the Carrian Chair, Rank and the Carrian Carrian Chair three years' college teaching exequince is required. So of either of agglication, with these letters of recommendation, to illustrate letters of recommendation, to illustrate letters and the second college of college of



S.I. NEWHOUSE SCHOOL of PUBLIC COMMUNICATIONS

distriction to the Scroot.

For all positions, the MA or MS degree is required (accept in highly unusual cases where protectional experience is particularly store). The PRO degree may be preferred depending on the candidate acceptancy signed. Evidence of scholarly and teaching potential are required. All positions start August 1992. A. Assistent/Associate/Full Prolessor to teach Public Relations principles, arding and sampsigns. Strong prolessional reperience ledested, particularly in business and corpotate communications. Plank and salary negotiable.

C. Ascis isnti/Associate Proles on to teach Broadcast newswriting, reporting, and producing Significant prolessional experience in broadcast news, particularly at the notwork flowel, it preferred. Knowledge of consputers and inlarest in introducing computers into broadcast news oducation in dealered. Rank and sales consultations.

salary regolation.

D. and E. Assistant/Associate Profescors to leach in at least two of the lettourng meet: video and/as sound production, writing for the niectonic reader, settonic motion amesogement and programming, electronic motion cracledes, and public policy formation for the obstantion model. Knowledge of computers to average the public policy formation for the obstantion model. Knowledge of computers to make public policy formation for the setting on the model and control make not as a set of the public policy formation for the setting the public policy formation and programming and public policy formation and programming and public policy formation and programming and public policy formation and programming and public policy formation and public policy formation and programming and programming and public policy formation and programming and programming and programming and public policy formation and programming and program

A stath position is revisiable let n candidate who can teach in both n troadcast journaires program and a selevision/radio/files program. Must possess a profes-sional skille that combine a tomostic of C, O and E (thoors). Knowledge of computers is desirable. Park and entirey regoliable at the Assistant of Associate

Positions Available at

Kansai Gaidai Osaka, Japan

Kansal Galdal (Kansai University of Foreign Studies), located halfwoy between Osaka and Kyoto, will have several openings for Assistant, Associate, and Fill Professors satting in April, 1993. We are looking for pooling in fields such as Anthropology, History, Literature, Follicel Science, Prychology, and Sociology, it leads granduate and undergraduote course in locate orace with emphasis can the United States and Japon. The normal English Color Let & Denniset Classes, per week. Courses are conducted in

Qualifications: Doctorate or Doctoral Candidate in the fields listed above or related areas. Two-three years' teaching experience. Overseas teaching/living experience n plus.

signifying experience in pairs.

Salaryi Approximately 6 million yon per year (USM-6.154 at USS1 = 130 yani deposeding upon qualifications and experience. Purnished housing, round till pit film (USA-spap, who sprosonship, Des-year networked to remote the pit film of the pit of recommendation. Have current and pit of the pit of t

Art Etheralistics/Weschesches Art. Estates (in and Carth Descented of Microson estate of Carth Descented of



American University of Beirut

850 THIRD AVENUE, NEW YORK, N.Y. 10022

Division of Education Programs Department of Education

Positions at Assistant/Associate Professor level are available beginning October 1992 in:

Qualifications: Completed Doctorate in the field is required. Knowledge of Arabic and related experience in Arab countries are assets. The language of instruction is English.

Dulles: Teaching graduate and undergraduate courses and adviting M students in the Department of Education. There may be opportunities to participate in special program, institutes, or other educational project sponsured by the University and/or militaties of education in the region. Qualified candidates should send résumés to New York address as follows

Director, Division of Education Programs
American University of Beliut
850 Third Avenue, 18th Floor
New York, New York 10022-6297

AUR Is an Attirmative Action, Equal Opportunity Employer

U.S. passports are presently invalid for travel to, in or through Lebanun, and for reddence in Jebanon, by order of the Department of State, and therefore applications hurs individuals who would have to or reside in Jebanon on a U.S. passport earner at this time be considered.

THE JOHNS HOPKINS UNIVERSITY

The Paul H. Nitze School of Advanced International Studies

The Johos Hopkins University Nanjing University Center for Chinese and Assertes Studies

(SEARCH REOPENED)

(SAACH ROPNAD)

The Poul H. Nitz School of Advanced International Studies (SAIS) at 1 The joban Hippiste University index applications/incrinations for one literational scenarios faculty position in the job join John Hippiste University index applications/incrinations Sodies in Nesliga. Report of the property of the property of the property of the Policy Sodies in Nesliga, PMC. One of two semester appointment (1990) in Sodies in Nesliga, PMC. One of two semester appointment (1990) in Sodies in Nesliga, PMC. One of two semester appointment (1990) in Sodies in Nesliga, PMC. One of two semester appointment (1990) in Sodies in Nesliga, PMC. One of two semester appointment (1990) in Sodies in Nesliga, PMC. One of two semester appointment (1990) in Sodies in Nesliga, PMC. One of two semester appointment of the American solidary will be provided. Appart and purpose of the pmc of the pm

in chiles. Academic condense street.

In chiles. Academic condense str

of the part of the



Endowed Chair in Environmental Ethics

Northland College, a distinctive liberal arts/environmental other Northland Oilege, a distinctive increasors, renvironmentations founded in 1892 and affiliated with the United Church of Ches sea a senior teacher/scholar as the first holder of the A.D. and May Elizabeth Andersen Hullings Distinguished Chatr in the Humanife. The holder of this Chair should possess a broad background h philosophy and religious, in particular Western traditions be used global perspective, and is expected to give academic and schois leadership to the Environmental Ethics dimension of Northhole

Candidates for this fenure track position must hold the Ph.D. ad California or of miss former trace possition miss not one manual qualify for the rank of Associate or Full Professor. Responsible, includeenvironmental ethics, a range of philosophy course, edigor spiritual tradition, participation in the College's planed on curricultum, and occasionally courses in intellectual history, it commitment to excellent undergraduale teaching and scholaring. The liberal net resultion is exceeded. The notifier is a smithal-table. the liberal arts tradition is expected. The position is available in the

Located on the south shore of Lake Superior near the Aposte Islands National Lakeshore, Northland College has 48 FTE fants members and 750 FTE students. Among its academic programs as interdisciplinary offerings in Environmental Studies, Native America Studies, Outdoor Education, and Conflict and Peacemaking. Re College is also home to the Sigurd Olson Environmental Institute

Nominations and applications should be submitted by February 20, 1992. Please send letter of application, curriculum vitae, three letters of recommendation written specifically for this posting evidence of leaching excellence, and a sample of recent scholarly and to Sue Cram, Human Resources Coordinator, Northland Calley, 1411 Ellis Avenue, Ashland, Wisconsin 54806-3999. Northbel College is an Equal Opportunity/Affirmative Action employer.



HONG KONG BAPTIST COLLEGE

FACULTY OF ARTS

Senior Lecture of the time in Comparation Literature/Calife is at 1980 9021 (Tenniable Sentember 1992)

Composition for external reason at 1852 PCS.

I Firmulable Square with PSP PCS.

I Firmulable Square with PSP PCS.

Applicants, should have a kilder deprese, periodoly a PLAI. deprese, both reason in the periodological periodologic

BULLETIN BOARD: Positions available



Peabody College of Education and Human Development Vanderbilt University

As an influential leader in education, psychology, and human development, Peabody College seeks to develop innovative solutions to the challenges facing children and families, schools and datasoons, and the workplace. Peabody has long licen recognized as a psentier institution for the prepassion of teachers, education leaders, and educational and psychological researchers. The College has experienced a decade of planned growth in its research and retaining programs and we plan to move aggressively to support continued program development, as indicated by

Peabody currently has a distinguished hody of over 100 faculty members and more than 1400 undergraduate, graduate and professional students. Faculty and students are distributed across Peabody earrenty nas automignation in the control in the country. Faculty and sudents are ranged in an extensive array of teacter and development efforts, many of which are supported by major college centers including the Center for Advanced Study of Educational Landership, the Corporate Landership in the Country for Research on Education and Human Development, and the Learning Technology Genter. Special programs within these onits include the Suam Gny School for Children and the Institute for Developmental Neuroscience.

Peabody College actively supports interdisciplinary, collaborative programs in the areas of research, development and training. We seek the most highly qualified individuals for our position openings and linve a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are especially interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals. Specific position applications should be addressed as indicated below. General inquiries regarding the College's research and Iralning programs may be addressed to the Dean's Office, Peabody College, Vonderbilt University, Nashville, TN 37203.

James W. Pellevrina

DEPARTMENT OF EDUCATIONAL LEADERSHIP

Higher Education Administration

Higher Education Administration.

The December of Chandrad Lock (1994) index on pile cases and ministration for the December of Chandrad Lock (1994) index on pile cases and ministration of the Chandrad Lock (1994) index on the Mandrad Lock (1994) index of the Mandrad Lock (1994) index of the Appharmanum have according to the latest of the Chandrad Lock (1994) index of the Appharmanum have according to the latest on the Lock (1994) index of the Appharmanum have according to the Lock (1994) index of the Appharmanum have according to the Lock (1994) index of the Appharmanum have according to the Lock (1994) index of the Appharmanum have according to the Lock (1994) index of the Appharmanum have according to the Lock (1994) index of the Appharmanum december. It is distincted as special force of investigation to the state of the Appharmanum december. It is distincted and special force of investigation to the Lock (1994) index of the Appharmanum december. It is distincted and the Appharmanum december of the Appharmanum december of the Appharmanum december of the Appharmanum that the Appharmanum december of the Appharmanum that provide the Appharmanum december of the Appharmanum that provide the Appharmanum december of the Appharmanum that the Appharmanum december of the Appha

DEPARTMENT OF PSYCHOLOGY AND HUMAN DEVELOPMENT

Cognition and Instruction.
The Department Physical grant Human Is beck-purent uncertifyed, attent for an spread immute such position in the trace of a spread on Human Issuel, a special on the surface of a spread on Human Issuel, a special on the surface of the

DEPARTMENT OF HUMAN RESOURCES

Public Policy and Economics.

Taille Folkey and Economics.

The Dispursace of Harma Remouse amoint explorate sales is more trark polito-in in Dispursace of Harma Remouse and the resistant professed test. Dates well as the professed free in Dates well to the professed test. Dates well to the professed test of the professed test professed

nan Resource Development.

means Resource Development.

Perspensane of human Resourch perspensar for every marketener such
management of human Resourch bendepenzi. They perstan affilized white
General Lemma Management bendepenzi. They perstan affilized with the
General Lemma Management was a constrained by the second of t

Hussan Developanen.
The Dependent of Hearan Research index applications for a non-terms mark
position and accord of Hearan Research index and research application of the profile level.
Dark in vill lechale mediage, currichem developanen, and conclination of inner
contract of a limit of transport underpretent certification. Trace does not ligated on the
contract of a limit of transport underpretent certification. Trace does not ligated on the
classification of the contract of the contract of the contract of the contract of the
classification of the contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the contract of
the contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the contract of the
contract of the contract of the contract of the
contract of the contract of the contract of the
contract of the contract of the contract of the
contract of the contract of the contract of the
contract of the contract of the contract of the
contract of the contract of the contract of the
contract of the contract of the contract of the
contract of the contract of the contract of the
cont

Field Plexenters Cartellisators.

The Plexenters of blasse Beasener inverse application for two new south restpersions a Field Plexenter Conditionar and Johann Held Harmant Conditions in the
Plexenters of the Beasener Conditionar and Johann Held Harmant Conditions in
the Channal Level Condition in the
Plexenters of the Section of the
Plexenters of the Section of the
Plexenters of the
Plexenters of the
Plexenters of the
Plexenters in Advances. And
Section of the
Section of
Section of the
Section of th

DEPARTMENT OF SPECIAL EDUCATION

Visual Impelements.

Note Impelements of the Control Induction Invites applies store for on spot mode sensate stack, position in the same of Visual Impelements. The successful applicant will be supperent as mental as praguate and ompleted meeting the course selected a contain designation and impelements the undergodness and graduate solved, and advise markets. Promose with a partle seat the undergodness and graduate solved, and advise markets. Promose with a partle seat the undergodness are dependent of the control of the con

At Risk for School Failure.

At Risk for School Fullature.

In Figure 1997 with librorist invites applications for an open rada votice stark, both the parameter of your librorist invites applications for an open rada votice stark, but the for School Fullature. The department of comparison who supplies of supersymmetry of the parameter of p

Director of Field Services.

Director of Field Services.

The Opparation of Special Guestors Invites applications for a mon-tensure tred, period to Director of Field Services as the stations is a souring product of the practice products of Director of Field Services as the stations is a souring product of the practice desired to the product of the

DEPARTMENT OF TEACHING AND LEARNING

The Dynamens of Techning and Learning immus applications for two struct make positions in the field first inventue distantion over a sign makes does at its subset profuser last. Bub positione are to be past of on-poling tecental and development projects in cognition, eaching and learning makes and the projects in cognition, eaching and learning and development to the contract of The Department of Teaching and Learning townes applications for two senure mack

Forty Childhand Education

Early Childhood Education.

The Department of Truching and Lourning laviese application for a serious stack, position in the field of Early Childhood Education as the essential position in the field of Early Childhood Education as the essential position in the field of Early Childhood Education as the essential conference of the Childhood Education and the estimated loved, Proline serious middles in the estimated loved, Proline serious middles and the estimated loved, Proline serious middles and endergradures leved. Candidates and ended bedue as entered document can be an experience and have pre-ending re-ording re-printers. Apply feelow and provided the endergrad of the endergrade of the endergrade. Materials should be sent to Child. Expl. Childhood Education Search Committees, Box 330, Pushody College, Vanderbill University Naturality, Tol 97 203.

LEARNING TECHNOLOGY CENTER

Post Doctoral Researchers.

Post Doctorial Researchers.

The Laming Technology Come instrust applications for your decreased researchers with inservent is negations, hoursearins, and sechnology is relocated as study. We enrichpute the control of the control o

Vanderbit are highly competitive and the University provides a generous benefits program. Priority consideration will be given to those applications received by Peluruny 28, 1992, though each search will continue until the position is filled.



Teachers College, Columbia University

Department of Curriculum and Teathing Assistant/Associate Professor Two Year Appointment, Tenewable and Tenurable

To participate at the programs in correction theory and history of the conte-ulum field.

ulem lieful. Responsibilities: Cater qualuate courses and invect luctural research becures on the very, bishury, design and development of curviculum. Qualifications: Transi decarage are concluded theory, bishury, andre development, localities provided the constant of the course of the control of the cont

many current extra atom, to secondary currents returned in professor Frances bolin, flox 31 Review of applications to begin familiary 30, 1792 and contin-tie until search is successfully completed.

Repailment of Higher and Adult Education

aanounces Twn Faculty Positions

The Exportment of Higher and Adult Idensition amountees to relatedly post-tions for the 1992-95 actions, year, the Department has maken's and infectoral programs in their arrival and infectoral programs in their arrival infectoral programs in their arrival exportment relates a throughout of their work in Programs of Start Infectoral and Infectoral and Infectoral Programs of their work in Programs of their arrival and Infectoral and Infectoral Infectoral Countries of Start Infectoral Infect

betweeners in particularly interview in universal served. All highlights the increasant is defined, perceivals as experiences, and class with the exalting certifician and recognitive for the perceivals and the processor in the perceivals and the perceivals and

Department of Speech and Language Pathology and Audiology Assistant Professor Two year eppointment, reneweble and renuvable

Two year eppointment, reservable and terrabile Teachers College scales protecting sets join in the justificing of the Department of Speech and Lenguage Pathoday and Austology. Opportunities for severant, curviculum telesciprents, and intervisive postation deligns in a Speech Language Pathoday and can lectule lenguage disorders, phonology, fluency, and except classification from the pathoday and can lectule lenguage disorders, phonology, fluency, and except classification for the pathoday and continues to exist. Speech Language Pathoday and can lectule for fluency and can lenguage the pathod in the Company of the Continue to the Continue for the pathod in the Continue to commission and speech and continues to the continue to the continue to the continue to the continues of the continues o

basic actenors and disordors in communicellon processes. Qualifications Exmed decisions (CCP-SIP, eligibility for state license; evidence of successful text-lining experience; established rescord of research and access in obtaining outside funding to support research and subsettle experience end interest in working in urban areas, with culturally diverse populations.

tions.
Responsibilities: Yeach graduate courses; lead doctoral dissertations, main-tain active research program.
Review of agolications will begin March 15, 1992 and Continue until the search is successfully concluded. Letter of application, CV, 3 letters of rec-ommendation to Search Committee, Box 100:

ommendation to Search Committee, Box 100.

Teacher College, as in insiliation has long been committed to a policy of equal opportunity in employment, in offering higher education in the discipline associate discustion, psychology, and health evidences, but College in committed to providing equanding employment opportunities to intronites, in to own exclusive and in society, Centificiate whose qualifications and experience are disceller and in society. Centificiate whose qualifications and experience are disceller occurrent in the completencement College priorities (ag., solventiate).



UNIVERSITY OF MISSOURI-COLUMBIA

University Hospital Professor of Nursing

University Hospital Professor of Nursing
The School of Nursing sit to Listenthy of Missour-Goulmble InVision of Mursing sit to Listenthy of Missour-Goulmble InJohn Committee of Missour-Hospital and Clinitics, Inity position is Indicative of the commitment to collected and Clintics, Inity position is Indicative of the commitment to collecte and clinicommitment attrough the appointment will be foreign to the original of the Clinical Clinical

ing, and service. The procise neiture of these scirifics will be determined by the appointed internal end expertise. We are assisting an accomplished monopolous the internal expertise of the process of

Sond letter of application and currount vites au.
Mary Mandatino, Ph.D., R.N.
Choir, University Hospital Professor of Nursing Search Committee
\$239 School of Nursing
University of Miscoul-Columbia
Columbia, MO 65211

Applications will be accepted until the position is filled. The University of Missouri is an equal opportunity employer and strongly encourages applications from minotilies.

ST. SCHOLASTICA

CHAIR OF PHYSICAL THERAPY

The College of St. Scholastics seeks candidates for a terrura-track position to chair a seven-person department which offers the entry-level muster's degree with a clinically founded curriculum. An earned doctories teropatived, editinistrative experience disambles. Position swellable June 1992; rank and salesy commensurative with experience and qualifications.

Sand letter of application, vita, and letters of reference to Dr. Larry Goodwin, Deen of Foculty, The College of St. Scholestica, 1200 Kenwood Avenue, Duluth, MN 85811. Position will remain open until e suitable candidate is found. AACCIE.

round. AVECUE.

S. Scholestes, a coeducational, Benedictins college with en enrollment of 1.500 motional and non-tectional students, seeks to integrate libeat learning to the college offers both graduals and undergraduate programs. Bubbl. New College offers both graduals and undergraduate programs. Bubbl. New College offers are colleged on the college of the colle

end decignates, a branch beckgranged in histories.

The contractive profession accurate states are forgot Copercentry. Affirmative Accurate profession and contractive and profession accurate to the contractive accurate to the

Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Size West 120th Bread
Move Teacher College
Columbia University
Size West 120th Bread
Move Teacher College
Size We

FACULTY POSITIONS

Wheeleck College is a 10-year-old institution lessed to fremwar area of floation. Wheeleck offers profession grower for the felects for the felects of the product of the p

ans and sciences.

Assistant/Associate Profession of American Literature-bayonshibites include leaching and advising in undergators llumanites insign. Traching experience at cologo level most Requires PLA. In Anarckas Literature with possible products African-American Literature, Native American sudies, Isingal les or cultural studies.

Assistants/Assuciate Professor in fiSocial Psychology—lago-sibilities include to aching and advisting in undergraduse hims Development major. Requires Ph.D. Applicans for this poke may crune from any sub-specially within the field and will assistant of introductory and advanced courses as well as a course breast

Assistant/Assuclate Professor of Developmental hydrogy—Responsibilities include seaching and arbitish had agriduate lluman in Development major. Requires PinAppines graduate iluman in Developmenta major. Requires PinAppines for this position may come from a variety of developmental paperialities, but a diminal forms is preferred. Testing landsits year-long course in I human Development, theories of presents and other electron.

and other decilives.

Assistant/Associate Professor of Biology, Assistant/Lusc
sae Professor of Physical Science—Responsibilities help
teaching and advising in undergreatuse full-fixed activation of the professor of the profess

Please and Vira, attenuests in feaching philosophyal research interests, and lines letters of recommendation by. Titeress Perry, Undergraduato Deag, Wheolockoling, 200 The Riverwey, Hostura, MA 02215, Completed spilo-lions received by February 15, 1992 will receive poley consideration.

Wheelock College is an Affirmation Action Physical Opportunity Employer and Lecommitted to deversity.

Women and people of colors are encouraged to apply.

The Knight Distinguished Professorship of Public Policy

UNC CHARLOTTE

The University at Neuth Cerofins at Clestotte, a gloring abase ally contilling over 15,000 etablate, to located in an appassion pollutar register of terrait plant is sufficient pollutar for the terrait plant is sufficient policy. The devention of some first that the sufficient policy of the Print and sooking confined upple contents for this sound refer possion.

and sooks quolificat lipplicated for into sensor-level position. Candidation smit to well-published, opportuned the secretificity of employs, and instructively recruipment of an insidera in the policy for lipid. The successful candidation with the capacidity opposition and individually an inside disciplancy public policy profile in the field of the capacity of the

presenting public policy conceases in occasionment to a separation of the process of the process

Knight Distinguished Professor Search The Urben Instituto UNC Charlotta Charlotte, IIC 28223

To be given tell consideration, applications should be recent in Pobruary 29, 1992, although the search will continue until be poster in Inlied AVECE.

contemps, and making at two distributions in the property of the second second

BULLETIN BOARD: Positions available

VIRGINIA COMMONWEALTH UNIVERSITY

Violata Commonwealth University announces the following foresty and administrative positions. A comprehensive action public institution en ralling a worly 20,000 students, the anisotalig is companyl by tweet e actionis, one college, and a size thousand-leed inspited beauted in the image, Virginia. paraments of the description and list of destretherward qualify atlants may be obtained by writing the contact germs at the department, wheat and compare soldiers similarited.



Academia Campus -- Hickorood, Virginia 21244-0001

Sand of Balantine

B. Mellinetine Secretary in all Tachting 1 Factor on Supports of Engineers. Technical Applicance Associates, Serve as dell

B. Mellinetine Encourage und Tachting 1 Factor on Supports of Engineers. Technical Secretary is related to the server of the Secretary of the Secretary is an experimental server. The server of the Secretary is an experimental server of the Secretary is an experimental server of the Secretary is an experimental server. The secretary is an experimental server of the Secretary is an experimental server. The secretary is a secretary in the secretary is a secretary in the secretary is a secretary in the secretary in the secretary in the secretary is a secretary in the secretary in the secretary is a secretary in the secretary

is highed flowers, by 2011.

(Hammellin & Schereller, was prime back profilms, Lindshier will be reported because received by at most of encionerated andreader theory, develop system distributed will be reported because for the last two sections of the 15 k best forms of the last two sections of the 15 k best forms of the last two sections of t

McCower, Continues, Search Connotitee, No. 2012 Speriment Coldinal Instructor, marker interest beginning the Fall of 1992. Usualships meaj moves attaining of a Master's degree in Biology and be able to took general linding, giant linding and sculogy, Perchan tooking engolesce, perilentally brushving being better rest then, and me of comparing-ing anding and record keeping it preferred. Application deadline Folomary 20, Serial Julier, resume and three lefters of reference to 18; [Joher W. Polser, Rev. 2012.

W. Peber, Box 2012.

M. Chence, Box 2012.

M

other, and a believe of reference to 10. Also best his many. Take, South Learning, Inc. 2001.

Finding and Learning the physical policy as sources, and evaluated as the provision of the physical policy of the physical physical policy of the physical policy of the physical policy of the physical physical policy of the physical phy

Medical College of Virginia Hospitals Birlinoud, Virginia 2:1298-0001

Biothmonth, Vigoria accurate with the property of an apprecia for the property of an apprecia flower of the property of a support in a property of the property of the

Storch Valle Byernotthe in Hamping organizing the titus, and a suiteding the junction of Storch Weil, Properties for planning organizing the titus, and a suiteding the junction of Storch Weil, by a suiteding the junction of Storch Weil, by a suiteding the suiteding th

Shared of Allived Herside Prodersions

Richt Andersteinen Prodersions

Richt Andersteinen Prodersions

Richt Andersteinen Prodersions

Progene Underlieben von der State der Richt and Richt Andersteinen Prodersions der State der Richt and Richt an

constant, and the property of the property of

"say and terms of the comments, search to assistant of requirement matery, but the form of the commentary. Productional blancach for was also position. Will thely form of the commentary from a production of modern Representations of the commentary of the commentar

oup and immunologie: For Pratrictional Insecution Associate positions: Experience with incirculal pathogens, coolegable biology and those quitous desired. Full or equivalent countries, head cotar letter, curriculous vites, and there references to be allowed Webs, the Allow Webs, the Allow and the countries of the Allow Webs, the Allow and the Allow a

Some et statistica.

Australia Chapterianeri, Varilty pomission is sen expondent departeriat, responsibility per development al quantidentification de la companya del la companya de la companya del la companya de l

seem, spellatels, IV and blev, anderlane, superp, and corte and choude pair. Fell seeding in Leonar, New Pediatio, On gain of children could be larger of the control of the Certain to eligible, destrict, Phone would be the White New Pediation, On gain and the Certain to eligible, destrict, Phone would be the Certain to eligible, destrict, Phone would be control of the Certain to the Certain to

to W. G. Bakard, her bids.

A proposal striper. In Proposal striper of the proposal striper of the proposal striper of the proposal striper. In Proposal striper of the propos

was, as a season to continuous transference of the principle of the princi

bleshad Gellege of Virginia, Dept. of blickheine beans Liammilian, etc. Amer Bootele, Boo 683. Lower Circuit Condey Health Services become this minist becoming \$M_1\$ and managed health servicus research insist. This influidated will shiply health services, braill exposure. General related to current production of the contract of the condey of the contract of the

DioCyri Servijy satilor. Re-productive biologist. The search laws individuals with research experience in oneyto have endry suffern Re-productive biologist. The search laws individuals with research experience and experience of the experience

Pottleber Schmidt CV und aufmersere of It in devenues by Jainstey 21, 1982 to 132. Done, 1984 to 8-38.

Pottleber Department Austrantive Control Pershaver of It Indianous, Educational systematics, Highward and an agreement Anneuer and Hallach Pathology by the American Stage of Pathology, Schrönisch Indianous and Hallach Pathology by the American Stage of Pathology, Schrönisch Indianous and Hallach Pathology by the American Stage of Pathology, Schrönisch Indianous and Indianous and Hallach Pathology by the American Stage of Pathology, Schrönisch Indianous and Indianous and Indianous American Stage of Pathology a

estimates in all and worked histories, Send CV (see Homese A. Kristen, M.D., Chatturan, No. 1962). By Dergatural, Assistant-secretic Producer of Pathology, Theory to Pathology, Chatter of Dergaturane of Assistant of Assistant of Assistant of Pathology, Pathology of Pathology, Pathology of Pathology of

Emins, M.D.; Talerine, Bir (fill.)

Rethnion Designation of the Control of the Co

Konice, A.D.J., Chalmino, Der 1909. Department Springle Hellingdis. Applicants should be Daniel certified in ACLET. A quied appointe in ambientum biology is exceptible. Experience in a prilland, device in ambientum biology is exceptible. Experience in a prilland, device in a control and according of the interest Application in department of the interest in a control according to the interest of the interest in a private of the interest of the interest in the private in the control according to the interest of the interest in the control according to the interest of the interest in the control according to the interest in the control according to the interest of the interest in the control according to the interest in the int Perfective Department: The Department of Perfective works foundly applicants for the inflowing medicine

likhad Schleken, M.D. 1800 288-1174 Lary Galcher, M D. Paul Kaplawits, M.D. 1804) 788-1618 Perflatric Endocripologist Invent Zanga, M.D. 1804) 796-6-193 Pediatric Errorpoor; ... Gregory Ellins, M.D. 1804) 786-0020 E. C. Bussell, M.D. 1804) 788-0005

usy Departments Pull-itaus, non-tenumd, permenont positions in Diagnostic Ruitology. kl.D. ABR Contilled. Contact Anthony V. Prote, M.D., Box 470. rmanent positions to Nuclear Madicine. M.D., ADII Certified. Contact nilistogy Department: Full-Himo, non-tenured, po Anthony V. Proto, M.D., Box 470. Radiology Department: Pull-line, ann-henritd, permanent positions in Radiation Physis. Ph.D. [1] M.Sv. [1] Contact Panos Fatouros, Ph.D. Bes 72.

Princip Sections, P.A.D., 1916 12.

A object displayer. Publishing in July position for BERGIC Intensits or Psychiatria with hadring on oper-inace in a object displayer. Principal section in the principal section in a significant principal section in a significant principal section in a significant principal section in the significant principal section in the principal

Analis stematics, one use.

Surgery Department Research Assistant, RSN with I year's ICU experience; expertise to veolpuncture and physical assessment; equisition, distribution & coordination of ritnical surges and data for wound heading similes. Contact i. K. Others, M.D., Box 184.

Cambret 1. A. Collert, M.D., por 104.

Surgery Department: Transplant Immunologist; M.D. or Ph.D.; Act/Assco/Professor; must be qualified as a director of bistocommutalities belonging by UNDS/ASIII criteria. Contact II. M. Lee, M.D., Bux 57.

dictivity promuse inverse presentation in the control of human of services. The patient's responsibilities of Phaspiral of Phaspiral of Phaspiral of Phaspiral of Phaspiral of the patient in the control of the patient in the control of the patient in indicated in the control of the

Virginia Communewealth University/Medical Callings of Virginia Huspitols is an ED/AA employer. Women and minorities are encouraged to apply.



UNIVERSITY OF GUAM

COLLEGE OF EDUCATION

The Department of Foundations and Educational Research continues to solicit applications for the following tenure or non-renum machine are position form, two, or these years appointment:

ASSISTANT TO ASSOCIATE PROFESSOR (FOUNDATIONS & EDUCATIONAL RESEARCH) SEARCH CONTINUED

OUTIER: To reach graduate and undergraduate courses in the sociocultural and/or technological foundations of education and participate in the development of a program of studies in computer education appropriate to the needs of Gram and Microsetta.

perception in the enveroperation of a program of testimen in compared requirements appropriate or an assessment of testiments and testiments and testiments are presented for the perception of the perception of

was a summorant or cross custual settings, repetitives in computes and soft-indicagle efficiation. The College of Edization and the Lithorouse of College and is dynamic college with an administration facility actively woulding with actively in College and Edization and an included countains. The LiColege offices several degree programs, ranging approximately 2001 anothers. The machine cross thorous medicination undistinguise environmental for the Vesteram Petrol and risk or works in the unstable Stems That acading error of the cross great representation of the control in the college and the college and the control in the College of the College

APPLICATION DEADLINE: Completed applications must be postmarked no later than February 29, 1992 to receive the full

Consistence of the Contraction o

The University of Tennesses at Marin is orned low-primery caspinated in the University of Eliments It is located up proteinsiery 100 miles neithe I Man-phies and 145 miles west of Nathmile The campu-has a combined graduats and undergraduate en-relinent of 1.54/ The emphasis of the Campul is colidly on excellence in undergraduate Instruction. We seek candi-dates who can demonstrate a similar commitment.

data who can cemonatate a similar celimitiment.

Assistant Pretazer of Chemistry, Torruz tack position to begin August 1, 1982. Applicans must have a Ph.D. in chemistry and a streng cemmisma to seaching and research at the undirigification are served to the undirigification of the control o

until the position is filled
AssistantiAssocials Professor of Communications. The Department
of Communications seeks an apperenced tollvideo inhory and procutional faculty manner for a full-filler interrupt race opposition optiming
outcome faculty manner for a full-filler interrupt and professor
required. Successful candidate will have applicated professor for
required. Successful candidate will have applicated professor
(1) a bitar of application and a résumé; [2] a résumé végolage on
ana NYS DI Video (2) all least l'arce carnel initian of incommannature VIS DI Video (2) all least l'arce carnel initian of incommannature VIS DI Video (2) all least l'arce carnel initian of incommannature VIS DI Video (2) all least l'arce carnel initian of incommanbagin Fabruary 1, 1992, but the position will avenish opes until tiligabushel application to Dr. Raiph R. Douals, Chaliman, Department of
Communications, 305 Goodh Halt, UT Modrit, Marin, Tomesses
96200-668.

Institutior of English. Non-lenurs track, ranawabla position. A candi-date with on MA or Ph.D. in English and demonstrative ability in tasch-long trachman willing is desired. The auccessful spelicient will tasch-hours. Other seeignments may includ a obtaining aludents, committee service, and public service. Application should send that justice of philosolos wills, and desired to the continuation of the philosolos will a media of the philosolos will a media of the philosolos will a media of the philosolos will be philosolos will be philosolos of the philosolos will be philosolos of the philosolos will be philosolos of the philosolos

ment. A volvevo i applicanti i credentials villi seglin on avinavy 6, 1982. A salatati Prelevaci ori British na Elery American History. Tenuro Assalatati Prelevaci ori British na Elery American History. Tenuro in History 19 x Appart. 1982. Na History on assrocial british in History 19 x Appart. 1982. Na History 1

podition is blade. Design a special process of the communication of the

commus until position is tilled. The contract of the contract

senti position is filled.

Asalasi nt Presaze or 4 Wicilia Biology, Tanues track position to begin August 1, 1962. The person holding his position will issen in August 1, 1962. The person holding his position will issen me segement, and wildlie nemagement schriptors, Additional cultism of the person of the pe

The University of Tonnessee at Martin is an affirmative sciton, equal opportunity employer. We are particularly interested in receiving nominations of and applications from women and minority candi-

Pengadigal Biologic givey Disk Linducation of Faccion Program and a foreign first general region of the control program and a foreign first general region of the control program and a foreign first general region program and a foreign gives region of the control program and a foreign gives region or greater, it among topologic gives region or greater, a manufacture, and sufficient program and a foreign greater of the control program and a foreign greater of the control program and a foreign greater of the program and

habites Administralian/Anagaments Co-lumina College levites applications for a tentre track position to be filed August, and the college of the college of the span, The colleges of the college of the private cooling of the college of the comprehensive institution with a liberal comprehensive institution with a liberal comprehensive institution with a liberal and day programs, the College oppositions wrates progent, and integer off-campus controlled in the college of the college tracks and the college of the college programs, and off-campus and college-prises, accelerate advising programs and col-prosis, accelerate advising programs and colpusition includes task line in the day pre-priate, accelerate devision, recruitment and ob-sites partice. Descript in agricultural and ob-sites partice. Descript in agricultural and projection belong dispertice. Other beautroid in-reprises belong dispertice with addresses and of fines 1) preference with addresses and of fines 1) preference with addresses and O Dr., Mary S. Miller, assistant Dann; De-cember Colleges, 1001 Rosers, Street, Oc-manical, Missouri COIA, Acceleration dead-less in assempt 3, 1892. Applica-



FACULTY POSITIONS

Neuloations and applications are levited for the following positions as Beaver Codings, a coverprehensive introduce of 2000 undergradules and graduate Codings, as coverprehensive introduce of 2000 undergradules and graduate conditions, and another conditions are used to apply.

Unless otherwise reader conditions are considered to the conditions of the conditions are the ABD confirments with the or the abstance protects levely beginning field 1992. College teaching experience for described protects levely beginning field 1992. College teaching experience for described Selented are competitive and depend upon aducation and experience.

upon oduciono and ocephenrica. Pleses sand a lefter describing your la lenest in the position, a curriculum vise and this names, addresses and phone numbers of three relevences to the appropriate contact parton. Besure College, Clembed, PA 19038, Review of applications will begin on the deadline dates specified below and will continue until the positions are tilled.

Education: Early Childhood. Search raopened for tanurs-back position coordinator of early childhood programs. Responsibilities include teaching reductes and undergradulate early childhood and human developme courses, a

Plea Artis (Institution/Aris Landscholed Jeruse-Ireic position, Responsibilities Indude graphic end interior design, science Illustration, and foundedon program. In Na required Fine Aris is asseng the College's Largest undergraduser majors and is accredited by INSAO. Contact: Mr. Dannis Kuronen, Char, Plina Aris Deportment Deadline, Erbusary 28.

Fins Arts Deportment Desdiline Inbusury 2x. Hattory: Nodes Deutgeen and Third World Anticipated tenure-trank posi-tion to neach survey time i 1500 and tupper-division casess. Secondary field in The United Section 1500 and tupper-division casess. Secondary field in The United Section 1500 and tupper division cases as Secondary field in the United Section 1500 and tupper division to the United Section profits of the Section 1500 and the Section 1

Psychology: Social Psychology. Tanure-trach position. Applicants should have interest and deal is negacing students in laboratory experience. Contact: Dr. Barbara Nodins, Chair, Psychology Department, Deadline: February 1.

Assistant Professor, School Counseling **Tenure Track**

The University of Alabama at Birmingham School of Education

Qualification: Exmed doctories in counsing with emphysis and/or appri-sions in school counsing, Expender on the countries of the countries of the ferred, Cinduston from CACEP program desirable, and the program of the countries of the countries

Dr. J. Kenneth Orso Affirmative Action Officer School of Education The University of Alabana at Birmingham Birmingham, Alabama 35294

Deadline for receiving application: February 17, 1992, or until position is tilled.

An Affirmative Action, Equal Opportunity Employer

max be received by the end of February.

AA/RUE

Committed feedwood by the send of February.

ASIGNET Committed feedwood by the feed of the feed of the feedback of the feedba

by the edited to either in a collegial fusion and be a listicon with other alleventus community a olis. Responsibilities reported to the providing the properties of the providing the control of the con



Assistant or Associate Professor

The Computer Science Department seeks a full time tenure track foculty member at the Assistant or Associate
Professor level. PhD in computer science or related field is preferred. The candidate will be expected to sasts in ongoing curricular development and implementation nputer Information Systems major. Candidates musi heve a strong intercot and experience in teachin undergroduates in a liberal arts college with strong pro onal programs. Evidence of love of ideas, creety and effective classroom teaching, and significant profes-sional activities desirable. Position begins: Fall, 1992.

As one of the units of Regis University, the College is a lesuil liberal arts Institution located in Denver Colored The College is dedicated to excellence in the Jesuit eduta-tional tradition. We seek to examine freely and thoroughly the dominant values underlying society and major areas of knowledge so that our graduates might become articulate and persuasive leaders in the search for a more just aodely.

Complete applications should include a letter of application, a current resume, and three letters of reco . Applications must be postmarked no later than February 7, 1992. Direct applications to: Or. Olane Wagner, The Dean's Office, Reglo University, 3333 Regis Boulevard, Denver, CO 80221.

Regio College encourages applications from qualified minority, women, and Jesuit candidates.EOE





Philosophy/Theology faculty

Saint Mary Collage seeks candidates for the following tenure-tack pol-tions to begin August, 1992. Qualified candidates will possess the fish the ability to teach a variaty of undergraduate courses on an aid of damps and commitment to the mission of the College. Salaxy and earls are on-menturates with qualifications and apprehense.

PHILOSOPHYY To teach a waterly of philosophy courses that include new physics, philosophical psychology, ethics, and bistory of philosophy. THEOLOGY: To teach a variety of theology courses that include systems ica and Christian morality.

ica and Christian microlly.

Screening will begin fichung 1, 1992, and will continue mill de-professor and continue mill de-professor. Screening will begin fichung 1, 1992, and will continue mill de-professor. Screening of the continue million of

who would not an art measures. The property of the property of

The first and the state of the

MANAGEMENT FACULTY

INSTRUCTOR/ASSISTANT PROFESSOR: (Loade #818-2) (boilth and flygial Education Department, Dutles: Truth theory and activity course, some recreation, and sports management; advise undergraduate and serve on university, college, and/or departmental course.

LINCOLN UNIVERSITY

HAS THE FOLLOWING JOB OPENINGS

BULLETIN BOARD: Positions available

of Caseman Subsection (1982) and the State of Caseman Subsection (19

The Ricidon of Health, Physical Education, Decreation, and Issues at the University of Green announced to terms or construction to the first present the state of the state of

Sistery will be commonantate with -profilectains and experience. A Solamit latter of interest, an up-to-the relume or currentum wins, afficial graduate degree transition found directly from transcriptic, and three recent conflicted letters of recommendation or processed the text (December 1997) of the commendation of the common state of the com

QUALIFICATIONS: Master's Degree in Health, Physical Education, or Renssion is required. Experience in teaching and/or recreational leader-ties is preferred. Much have excellent teaching stdls; (Vasae sulmit ollege teaccript(s), DEADLINE: March 15, 1992 or mrtil position is filled.

Blief.

ASSISTANT PROFESSOR OF ELECTRONICS: Department of Computer Science, Technology and Industrial Education, (Cude 1900cs). DUTIES: Technology and Industrial Education, (Cude 1900cs). DUTIES: Technology causes in Burden Computer Computer and Decision course analysis of plan inheratory everyone. Commel and advise statents mayning in Extremost Technology. Teach additional Technology and additional Technology. Teach additional Technology and additional Technology. Teach additional Technology and Technology. Technology is a present an incessed and where qualified. Other distinct may include committee a single many and the property of the property

Commune stagements

(OALHICATION): himst pomoes Mester' Dayneg in Theritod Englowing a Sistemate—Decimale preferred, blink frow taught at lite of the Community of Sistemate and Sistemate Association (Sistemate Association Sistemate Association Sistemate

UNIVERSITY OF FLORIDA College of Fine Arts

CHAIRPERSON DEPARTMENT OF MUSIC

Search Reopened

trein-mund appointment, legating in judy, 1, 1992, or as non-thereshed, Salary in competitive and concentrate as white clear and in its measurement of the competitive and concentrate as white clear and instead of a principles will be given an America 3, 1992, as principles of the competitive and an analysis of principles and an analysis of principles and an analysis there are a principles for the problem, one of the principles for the problem, or the contract of the competitive and an analysis of the contract of the competitive and an analysis of the contract of the c

For more detailed information regarding this product, please telephona 901/392-0207 or fan 901/392-3892. equal employment appartunity, affirmative action employee

collines, Severe process all legis lengcollines Severe process all legis lengdesired for the collines by the severe collines by the collin The latter and the Starty Chelstood classes, Chesses, West Starty Chelstood College, Northead, Orejan Vision 1982, Aprilician of College, Northead, Orejan Vision 1982, and a college of the Chelstood College, Northead, Orejan Vision 1982, and a college of the Chelstood College, Northead, Orejan Vision 1982, and a college of the Chelstood College, Northead, Orejan Vision 1982, and a college of the Chelstood College of Chelstood College, and a college of the Chelstood College of Chelstood Chelstood College of Chelstood College of Chelstood Chelstood

ANTIOCH

Seattle Campus

Applications invited to III two statistics positions teach 75% times for new influential poliums turnarille more influential poliums turnarille more influential poliums turnarille more influential poliums to the influential poliums to the influential poliums to the influential poliums to experience in fluential poliums to experience annibito service in fluential poliums to experience annibito influential poliums to experience annibito in experience annibito influence in poliums to experience annibito in experience annibitorial in experience annibi

Instructor

ary commensurate with relica-tion and experience per Master Courtset.

Indiana University Sociology

Kanias Cny Ksusse Courmunisy Callece will employ a foll-turse Scroology surricator brightings the Full tentester, 1992. Besideen saching. Sencology resident courses, the inhistratul must be reclimitedly capable of teaching an introductory course in e Sectal of Educators! Science despilite, 10, Psychology, History, Follis-cal Science, Economics.

SALARY: Salary will be commensurate with qualifications and a rian [9] months. Assistan Professor: \$34,307,00-\$50,765.00 per academic year Associate Professor: \$39,300,00-\$59,307.00 per academic year

QUALIFICATIONS: Master'e degree in Sociology and two year' recthing experience in a post secondary institution re-quired. Doctorate preferred, Sal-ary commensurate with relies-

Cantrot.

Application Daedline: Februsry 15, 1992. Send application, résumé, and official transcripts to Assistant to the President, Kantas City Kantas Community Cologe. 7309 Stor. Avenue, Kantas City, Kantas 16/112, (913) 344-1101 eta. 111.

Kt 'Bt 'L' is an Liquit Opportunity Afflicantice Action Unplayer.

Assistant Professor/

Voice Production Specialist

VANCE FAUGULALIMAN DPCCIBILIST
Antisan Professor ui bigher to tree vince production for the seater, Requires specialisted training/involvable in the areas of rood preference Links.

Perry, Jacob phaseners, Shabappare, restoration, deletes and disasses and the seater of the seater o

School of Journalism Indianapolis Campus

The Indiana University School of Journalism at Indianapolis scale with teaching interests in advertising or public relations. Applicants should have a commitment to scholarly research. Professional carrectence is aspected and an advanced degree is desirable. The tenureack appointment is for ten months. Two-course teaching load pe

Send application, resume, academic transcripts and three letters of reference to Associate Dean James Brows, School of Journalism, IUPUI, Indianapolis, IN 46202-5154. Applications due Fab. 20, 1992 Indiana University is an affirmative action-equal opportunity employer.

IUPUI is an urban cannous with a climate of professionalism and spiration that marks a major city. Our studeous come from divorse lifestyles, backgrounds and professions. The School has a professional ocus. It is the center for the National Institute for Advan which sponsors an annual conference on computer-assisted journalism utionapolis, the capital of ladiana, is in the heart of the nation's Midwest. The city has recently usined international statute as a majo ocoler for business, culture, and amsteur aports. Indianapolis is convenient to almost anywhere to the country; and our living costs are moderate. Because of the close proximity to our Bloomington campus (45 miles), we operate administratively and programmatically as one

ASSOCIATE OR FULL PROFESSOR EDUCATIONAL ADMINISTRATION Southern Connecticut State University

The Department of Administration and Supervision in this SCSU School of Education Invites applications and noninalization for a in Ill-lime, leasure-track population in the part professional programs, for the programmin at user-free program in the program in the program of the programming of the programmin Position available: August A., 1972. Uniques to availability of uniting. Militority candidates are encouraged to apply and identify inaminetive. A letter of interest, résuled, and names/addressel/phone numbers of three references should be sent by February 15, 1992 to. Dr. Jane W. Ruck, Chalipperson, Administration/Supervision Department, Southern Connectical State University, 301 Crescent Steet, New Haves, CT 06515.

the lowest IMA and Ph.D.J. provide aspectively, gender, I seared it maintains, providing, gender, I seared it maintains, providence, gender, I seared it maintains, proceedings of the providence of the providenc

LITTER, USB 0-900 A. ACHEVIL.
Consumately the facegloon fuginax State
University brokes application for an audimaterial of the consumeration Electronic for an audimaterial on a Consumeration Electronic for a material on a Consumeration Electronic for a facegorie for

murication, Indiana State University Terre Haute, Indiana 47809. Applications received after February 17, 1992 cannot the assured consideration. ISU Is an AA/FOE

Communications Ailred University, The Communications Studies Presents at Ailred Language and Communications Studies Presents at Ailred Language Activates Ordered Continued Activates Ordered Continued Language and Indiana and Ailred Language and Language Ailred Language and Lang



College of Performing and Visual Arts

School of Music

Instructor/Asrintoni Professor of Music-Soprano Artist/Teacher Init-mate tenore-treck positive to begin August 19, 1992. Rank and ralary consideral with experience and qualifications. (Consected Copy of 12/11/91 CHE.u.)

Cric and)

Unites: Tear it rimite voice: perform with the Critorado Vocal Arir Ememble, advising: teach at least one of the following: art song fiterature, diction, vocal postsyons, muria workshop.

podagogi, iigira wurkshop. Ojushlicalimo, Instructor Bechelor'i degree with significant podorning es-perience and evidence of quality teaching potential. Assnium Professor: Malesky'r degree (equived, Dockmark professor; Studies and vide and vide podorninance experience; evientive repetions of performed litera-

hue, Application idealline: February 15, 1992, or until the position is filled subset fester of application, vial, and three letters of recommendation to redestrut Thanai Poole, Chefr. Search and Science Committee for Voice Affill/Tees her, School of Mutat. University of Northern Colorado, Greeley, CO 800.97, 11 on their unformation, call 103(1) 317-2076 or 103(1) 315-1678. Assistent/Associete Professor of Music Education

Full-than lemme-track position to begin August 19, 1992. Rank and solary consistent with experience and qualifications,

consistent with experience and quantitations.

Duties: fracti undergraduate and/or graduate music education courses; supervise student lear beis; serve an Director of the UNC String Project. provies statistic learners; serve an Director of the Unit. String project. Pachilli utions: Durlostic regimed; diace years succertful public school inhumental leaching, including modvement with elementary and second-wy schools stringenchestrad conficiency competency in educational research and educational sychnology is delitable.

and ventralization kechnology is desirable.

Application formalize: february 15, 1992, or until the position is filled.

Safaral letter of application, returne, senscripts, and three letters of recumentation is: Or. Tiza Daugsbery, Clasis, Search and Screen Committee for controlled to the Committee of the Commi

Assistant/Associate Professor of Music—Bassoon Artist/Teacher Full-time tenure-Hack Hostion to begin August 19, 1992. Renk end ralary Consistent with experience and qualifications. (Corrected copy of 12/11/9)

CHE dod.; Farch undergraduate end graduate baseons statem: assist with worldwidt etchniques (Issue; coark Chamber studie ensemble; perfora injuntation of the committee of the c

Department of Theatre Arts and Dance

Instructor/Assistant Professor of Dance

Full-line, term position to begin August 19, 1992. Rank and salery consistent with experience and qualifications.

with especience and qualifications. Order: Assignment includes leaching reportors and advanced technique classes, as well as directing and choreographing for performing groups. Responsibilities may also Include leaching as some of the following areas: Islamotation, tap dence/musical theatre dance, and philosophyteretis. Istationation, tep cancermissical meaner dance, and philosophysterists, Qualifications. MA, equivalent gioressional experience in dance required. M.F.A, preferred, Evidence of outstanding perforts ance ability. Demonstrated success as choreographen director, teacher, and partoriner at college or professional level.

promissional sevel. Application deadling: March 1, 1992. Subsett letter of application, resume, transcripts, tituse testers of reference linclude stame, address, and phones, and relevant supporting data to: Titona as McNailly, Chair, Seerch and Screen Colorado, Carrettement of Treatre Arts and Dance, University of Northern (1303) 351-2626. CO 000639. Tar further informalism, call 1303, 351-2454.

citic University is an fill of condeyer.

Communications The University of Course and Course and Course and the Course and the Course and the Course of the miam Qualifications: Declorate puntoreal.
Master's Dargoe in community tellor of jourland of the purpose of t

ventier is a Bond Opportunity Employee, and American Compairs follows: Facility Number American Compairs follows: Facility Number American Compairs follows: Facility Facility



GUSTAVUS ADOLPHUS COLLEGE

The Department of Pollited Stormer furiter applications for a possible interest replacement position beginning September, 1992. This position is resured between the Indian Interest on Sententies on Sententies bears the Indian Indian

sensester, son u Jamony term cause is inspoliante.

The Department parken endidates while a Ph.D. in hand. The Oepartment provides nagions with a solid literal arts background in politics, one than amphibance host on undemtanding of political susus and quantisms, and adults in analysis, research, and writing. We are interested in candidates, who exply made greates technique mis working closely with battle, and the control of the control

Candidates abuuld submit a letter of application, curriculure viter, letters of reconnected in learning syllaid and avidance of effective reaching one optional but holyfult to:

Professur Norseax V. Wallick, Chair Department of Political Science Gustavus Adulphus College St. Peter, MN 56082

liusingus Adulphina Collage is an EO/AA employer and applications from security and minorities are supplied by engaginger

Optional wording in italics depending on whether J-tarm abould be part of

MATHEMATICAL BIOLOGY University of Utah

2D until received by the control of the control of

when are materially accommand. On the control of th

Goulemen entered, we have a first property of the control of the c

streine implaces of a least time stells.

Addilli:

Addi

FACULTY POSITIONS

Wheeleck College is 10.3 A College Medium located in the Permyay rates of Botton. Wheeleck offers graduate and undergraduate premay rates of Botton. Wheeleck offers graduate proper-sal professional propersion in equication. Undergraduate proper-tion requires the profession of a multidisciplinary liberal are survey. We seek faculty wheeleck of elicowing full time termse-track positions in reduction in the graduate and undergraduate of bottons in education in the graduate and undergraduate of bottons. Graduate Positions

Assistant/Associate Professor in Early Childinood and Es-mentary Education—Responsibilities include teacher preparation courses in early childhood and elementary deutation preparation audients in practica (N-O, Ed.D./Ph.D and clinical supervision addi-required. Demonstrated teaching competence for multi-clinal se-tings with young children and graduate students preferred.

ungs wan young children and graduate autotons preferred.

Assistant/Associate Porfessorie Barrly Childhood Special Job.
cation—Responsibilities include teaching early childhood special
decisation courses (Unit-Bigit Years), supervising studens in
practics in early intervention and integrated early childhood special
graduation or entitled and chircla supervision stills required. Demonstrated teaching
field and chircla supervision stills required. Demonstrated teaching
competence with multicultural family-centered programand graduate supervision preferred.

ming and interdisciplinary teams preferred.

Assistant/Associate Professor in Human Development—Responsibilities include teaching human development course and
advising sudentiales courses in child development and a valety
developmental sub-specialities. Multicultural perspectives and research experience preferred.

Picase send vita and two letters of recommendation to Dr. Mario R. Borunda, Graduate Dean, Wheelock College, 200 The Riverway, Boston, MA 02215.

Wheelock Collage in an Equal Opportunity/ Affirmative Action

Wheelock

ELEMENTARY EDUCATION/EDUCATION DEPARTMENT HEAD Search Extended

Susquabanna (Introcesty seaks on energetic, Introcestive faculty mends to taseft curriculum metadea analyr needing and serve as Department liked in lightaction. The autocested conditions will have a recent of liked in lightaction. The autocested conditions will have a recent of taseft in light and as posterior in tasefulng students (C. Raft, eng management skills, and as posterior in tasefulng students (C. Raft, eng management skills, and as posterior in tasefulng students (C. Raft, eng management skills, and as posterior in tasefulng students (C. Raft, eng management skills, and as posterior in tasefulng students (C. Raft, eng management skills, and as posterior in the skills, and as skills, and as posterior in the skills, and as skill

drive from New Yurk City, Philadelpids and Weithington, R.C.
The Education Openstment at Suprehuman is growing in sedon and
chapting in character, Undergradukan programs for elementary and sochapting in character, Undergradukan programs for elementary and socharacteristic control of the Company of the Company of the Company
control of the Company of the Company of the Company of the Company
control of the Company of the Company of the Company of the Company
control of the Company of the Company of the Company of the Company
control of the Company of the Company of the Company
control of the Company of the Company of the Company
control of the Company of the Company of the Company
control of the Company of the Company of the Company
control of the Company of the Company of the Company
control of the Company of the Company of the Company
control of the Company of the Company of the Company
control of the

uni nor central rattleywante. Applicants should send a fotter of interest, a curriculum vites, and 2 current letters of reference, by February 21, 1982 to Dr. Donald D. Housley, Dean of the School of Aria and Sciences, Susquelanna University. Sailinggrove, PA 17570-1001.

Susquehenna la en AA/EOE amployer.

the grates to general. 239,644-10, 740/year, of controlled programs of controlled programs of controlled programs. The following the programs of controlled programs of controlled programs. The following the programs of controlled programs of controlled

RULLETIN BOARD: Positions available EAST TENNESSEE

STATE UNIVERSITY SCHOOL OF NURSING

DEPARTMENT HEAD

AND FACULTY POSITIONS

The School of Neuring is comparised of three neuricusic departments and dies scraibble associates and inconductories departs recytames with and carried placement and the scraibble for the School scraibble s

reside heart clinic. In a rural turns.

Cash, Department of Adult Nursean parellitus re-pairts Adultation.

Cash, Department of Adult Nursean parellitus re-pairts Adultation.

Cash, Department of Adultation parellitus re-pairts Adultation.

Land of the Cash of Professor. Respirate community from through a manufactural backets professor. Respirate community from through, morning the parellitus of the adultation of the Cash of the Cash

usines unt se consistence.

Anticipation in all apecialty arous. Anticipation additional more transaction and store-imment need, positions since the second of the consistence will be again immediately and continue until positions are find.

Adillocal Tamporary Positions which raemician beaching and eliminal pades as a FNP. Must be oligited for ANA settlication as a narra actition and Tay perceptive privileges. Evening and sevel-band elim-is in some positions. Positions contingent upon continued grant und contact familiar.

All applicates must domonstrate the ability to economic into electively to write used polyon English. Applicants must be alighbe for it ensures in Temassas, found vits not names/addresses of four roterures with latter of application which indicates question of interest to:

School of Norsing P. O. Box 70,617 East Tormesser State Uniceraty Johnson City, TN 97014 Phone: 619-928-5026

ETSU is an Equal Opportunity, Altimostics Action Employer.



Anderson College

Academic Positions for 1992-93

Division Heed, Natural Sciences and Mathematics ormann treed, Nutural Sciences used Mai Bonnatics, associate or hill professor; Ph.D. in Bishopy required; half-time asching, half-time administration. Web, Instructor or consistent professor; M.M. or M.F.A. registed, doctorate or ABD preferred but required for renure-tack, Teacher certification in navier. Expelieogy, sesistont professor; Ph.D. in psychology waired.

rayenogy, sestsonf professor; Ph.D. in psychology magined, magined, English, sestetsof professor; Ph.D. in English respired. English, sestetsof professor; M.A. in marketing required; Ph.D. D.B.A., or ABD preferred last required for lessure-track. Elametary Education, assistonf professor; Ph.D. or Ed.D. is dementary decotion or curriculum and insuraction is elementary education or curriculum and instruction required; two years' elementary teaching experience.

Autono Gilego in e fuer-year identity teaching experience.

Anderno Gollego in e fuer-year illerol atte college effitiated with the South Caroline Baptist Convention. Qualified cardidate should send over letter, carone, and names, addesses, and selephone numbers of letters, and elephone numbers of letters, and selephone numbers of letters, and letters, and

As a figure beam, Qualiforebree and the properties of the properti

Company to the part of the company to the company t

tion. Alternative of Contract Parts of Contract

Chemistry Developmental Education

English

History Librarian

Management Mathematics

Physics

Reading Speech Communication

Bachelor's plus experience required:

Pharmacy Technology Physical Therapist Assistant

Associate's plus experience required;

Computer Info Systems

Court & Conference Reporting Dental Assisting

Dental Hygiene

Emergency Medical Technology Fire Technology

Law Enforcement

1.3

Medical/Surgical Technology Nuclear Medicine Technology

Radiation Therapy Respiratory Care

We offer a competitive salary Submit resume and letter of

Personnnel Department, El Paso Community College, P.O. Box 20500, El Paso, TX 79998. (915) 775-6017 EEO/AA



GUSTAVUS ADOLPHUS COLLEGE

The II-partnernt of Italiand Secure insides upplications for a successful registration of position at the Assistant Produced new for the 1962 relative to Professional position at the Assistant Produced new for the 1962 relative to Professional Professi

remersory man department to the terminal process of the lepton terminal based on the lepton terminal ba

Constitutes should submit a letter of application, curriculum vine, letters of recommendation (suraple syllab) and evidence of effective teaching is aptional but would be helpful) to:

of the helpful) to:
Professor Norman V. Walbek, Chair
Department of Political Science
Gustavus Adolphus College
St. Peter, MN 56082

Gustavus Addiplina College is an ED/AA employer and opplications from women and mitocritica are especially encouraged.

to This wording in italies is uplional depending on whether we want to ask the candidate to teach a J-term to expand our offered courses during January, i

CHEMISTRY CHAIRPERSON

Towarn Sante Linversey is seeking an accomplished administrator and leacher to save as Claimperson of an AS accredited deportment offering the Six seeking a dynamic of the AS accredited deportment offering the Six seeking a dynamic PIC of Chemis with its minimum terrypes distinguished record in undergraduate teaching and research, and with demonstrated lead-only organized management of the AS accompany of the administration of the AS accompany of the administration of the AS accompany of the AS accomp

Trovism Stude Linkersity, a member of the Linkersity of Maryland System, is a born of an Arthured Comprehense university offering barbelor and makes a born of an Arthured Comprehense university offering barbelor and makes a comprehense and control of The Endilly The Comprehense is studied on 380 acres of Desutilities harvisesped and wooded grounds just north oil Baltimore, within commuting sharnes of Workmigton, DC.

Submit letter of application, résumé, and names, addresses, and telephone similars of Just references, postmanted by January 24, 1992, to D. Joyce Christe Utile. Clark, Search Committee. Department of Chientistry, Towson, Maryalon J 21, 247-1079. EUVA employer, women and minorities are encountered to the committee of the commit

General Laboratory and Charles (See Dispute State of the Charles State of Aveniga Charles State



EL MISO COMMUNITY COLLEGE

Tenure Track Faculty Anticipated for 1992-93 Academic Year

> Master's required: Accounting Counselor

Counselor Handicap Services Counselor Women's Center

Engineering

English as a Second Language Exercise & Sports Science

Nursing (close 3/13/92)

Psychology

International Trade & Business

Correctional Science

Drafting

Human Services

Medical Assisting

Sign-Language/Interpreter Preparation

and excellent benefits package. application by 2/28/92 to:



Seattle, Washington 98122-4460 (206) 296-5760 Fax: (206) 296-2163

SCHOOL OF EDUCATION

Scattle University, at Jerul Institution founded in 1891, it the largest tension of the second of the control of the second of the second statedent. The School of Education flowers with an enrollment of \$7.70 statedent. The School of Education of the departments: Faceber Educa-tion, Administration and Adult Education. Educational Leadership decreases, Administration and Adult Education. Educational Leadership decreases and the sunth enrolls approximately 8th sections greater de-grees and/or certification programs for teachers. Counseloin, school pay-logical, principles, approximations; deministration, and solid Educa-tion of the School of the School of the School of the School of the Pagina, principles, approximations; deministration, and solid Educa-tion.

great in about of transation programs for teachers, counterlost, school psychological and programs and solid teachers.

All confidates must have an earned dectoral degree, relevant university.

All confidates must have an earned dectoral degree, relevant university.

All confidates must have an earned dectoral degree, relevant university.

All confidates must have an earned relevant to the confidence of t

Letters of application pointurated by Fabruary 22, 1992, will receive full consideration.

DUC (DMA 1971)DHE (Position orasidate): in no 13, 1992, and no later consideration.

DUC (DMA 1971)DHE (Position orasidate): in no 13, 1992, and position orasidate in no later track, Asisimid Associate Proteoron, Responsibilities description or the position of the position o

ation.

To apply for the above positions, send letter of application, vita, and names, addresses, and telephone numbers of three current seferences to: Margaret M. Haggerty, Dean, School of Education, Seattle University, Seattle, Weshington 998122. (Nac. (2019) 26-2165).

TAN TANKH DEFENSI TAN SATUREN, AN ANTAN SALAH DEFENSION DAN DEFENSION DE LAN DE LEGIS DE LEGIS DE LA SANDA DE L

Transferr Transferr de l'acceptant de la company de l'acceptant de

Development Antorn University scoles as Associate Dimeter for Development in the Office of Advancament, Instanced with the Prescribble for the total Advancement Produced Services of the Instancement Produced Services of the Instancement Produced Services of Pro

specifies and women an encouraged on propage of the property of the property of the propage of the property of the property of the protive of the property of the property of the protive of the property of the property of the protive of the property of the property of the propage of the property of the pro

Ancell School of Business Western Connecticut State University

The Ancel School of Business invites applications from qualified candidates for thome back products in Accounting, Finance, backe and Low, and Low, and Low an

to the appropriate Department Chair at:

Ancell School of Burinerr
Western Connecticut State University
JB White State
Bernstein State University
Faviorancest: The Ancell School Jakers Instruction at the gloracte of interportabilities with emblancounty tolering postellertual admirate condictori with our mission and locus. We are on the interform of instructional
chrology with evenit practiful england classrooms for middlimits. Usedand on a picture good classroom for middlimits. Usedand on a picture good of the property of the property

excellent computer resources and its own business library. Salary. Compelitive and dependent upon qualification assist laculty with Accounting: Seeks professionally, certified colleague to assist laculty with proparaling galactic and undergraduste programs. Curates: Monica Frizzell. Finance: Seks innovative lonctions for garactic and undergraduate instruc-tion. Consists: Alternative Institute of Consists of Consists: Alternative Institute Consists.

Cuntaci: Alten Menton, Justice and Law Administration: Seekr candidates with specialization in law enforcement or eniumal justice. Contact: Devid Whelan. Marketings Seeks candidates with beaching, research, and lusiness experi-sional programming of the contact of the following dustable: Solid Programming, dealthing temperature of the following dustable: Solid Programming, Seeking, or Humanistonal Marketing, Contact: Ronald Druzzlenko. On Seeking, or Humanistonal Marketing, Contact: Ronald Druzzlenko.

Review of applicants will begin March 1, 1992 and continue until acceptable candidates are selected.

An Equal Deportunity, Affirmative Action Employer

One Year Appointment

The Seiby Chair for Academic Enrichment for Critical Thinking and Problem Solving in Secondary Education

Reported little training providing in whose weekshops are kerchers, notating with based and enthroly planting personants and service planting personants and enthroly planting personants and enthroly planting personants are serviced and enthroly personal enthrolia and enthroly personal enthroly enthroly personal enthroly enthr

Robert E. Perluhr Executive Director William C. Selby & Martie Selby Fou P. C. 800, 1986 Sarasota, Florida 342.00

DEPARTMENT HEAD **CHEMISTRY & BIOCHEMISTRY**

MOTION STATE OF ADJUNCTIED/MED INY
MOTIONS SIZE UNiversity resist modification and applications for Opputment Head of Chemistry and Blotchenstry, Resolutions are as Pail, inChemistry, Blotchenstry, or pleased field, on established and respected
on a final size of the property of th

afferments author supplement, removate growth or accounted to make the proof or a cancerman for make the proof of the cancerman for the proof of t

MAXON DISTINGUISHED PROFESSOR OF FINANCE College of Business

Ball State University Muncis, Indiana

Bell State University's College of Business seeks applications for the Maxon Distinguished Professorship of Finance. This professorship was mode possible due to a significant contribution from the Maxon Companion, a Muncic area manufacturer of industrial heating explaners.

iton, a Muncie aren manifecturer of industrial hearing equipmen.

The Upderscript is beasted in Muncie, Indiana, a city of ormed Bill,

The Upderscript is beasted in Muncie, Indiana, a city of ormed Bill,

The Upderscript is beasted in Muncie, Indiana, a city of ormed Bill,

and the Company of the Company

reau to the AA, as, MBA, Mb, and MA degrees.

The Department of Finance offers a full range of courses in the straig financial management, investments, international financia taskes, and institutions, real cantle, insecance, and business law. The undergradure and graduate programs of the college are fully accredited by America Assembly of Collegiate Schools of Business.

Qualified applicants must have the following characteristics: a dectarge and an AACSI a cercedited institution, a documented record seeding the exching effectiveness, a record of scholarly achievements and ability is serve as a mentor to young finance faculty, and overall qualifications has will qualify the candidate as a tenured tulk professor of finance.

war quarity the candidate is a learnerd full professor of finance.

Screening of neploma will began March 1, 1997, and will conduct unit he postion is filled. Applications used to be the conduction of the condu

Bell State University is on Equal Opportunity, Affirmative Action En-ployer and is strongly and actively committed to diversity within its com-munity.

BEHAVIORAL SCIENTIST

Ph.D. with a license in Oktio or locruse eligible in Okio to join the Boelly family practice centeres a Ansovine Program Director and Diseased oliberation of the Control o

Letter of interest including resume should be sent to De. Donald A. Bosket at the address listed below.

Donald A. Bonhun, Ed.D. Chairman, Family Procrice Search Committee Director of Medical Education Western Reserve Care Systems 500 kmll Neuron 500 kmll Neuron

sinyer. Minoritisa and women are oncour-saed to egoly.

Biology Department, Alberton Color & Idaho, Colovell, John Mill. Forth The College of John. Woman of San The College of John. Woman of San The College of John. Woman of San Reconciling instructor or Visiting Administration of Professor for 1992-91. Teaching (sell the recitions of Infroductory Economics in one upper level undergradease course as emeaser. Market'n or ABI postured 5th viet nod references by March 1 in fact, Moorrhouse, Department of Economics of Morrhouse, Department of Economics of E

said to engloy. Himmatiny Education May Children and Artista, College of these of the control of contr Recting Colonia 1100.

Technopelics, applications an invited for general properties of the properties

conty, Americanive Action Employer.

Codegn Animal Ecologic Ecolog

versity to an Affirmation Acide fassers

Economics Analysis Furnishment
to facts undergredown course in our
combination of injernational Economic
Economics Systems, Errementages
Economics Systems, Errementages
Economics Systems, Errementages
in the Company of the Company
Economics Systems, Errementages
in the Company of the Company
Economics of Theorem Annue Enterowa.

Theorem Coulogs, Recipital Annuel and Control and Con



BULLETIN BOARD: Positions available

The University of Tennessee at Martin

The University of Transmess of Month's see of four princery competed on Info Livinskiy of Transmess. It is based opposed another (MO miles and to Alexandria of Month's event of Northia. The compatible of the Co

SCHOOL OF EDUCATION

GCHOGL OF

SCHOGL OF

CHIPPERSON—Department of Physical Education

and Chipperson of Physical Education

and

BEADING—Assiston/tosacolote prolessos, isnura i racci. Declorate in reading or nated laid. Al less films years K if seeching, perpention of the seed o

EDUCATIONAL ADMINISTIATION AND SU-PERVISION—Assistor/dissocioles probases, neuros iroca. Decional in Educational Manti-neuros iroca. Decional in Educational Manti-neuros iroca. Decional in Educational Manti-neuros iroca iroca iroca iroca iroca neuros iroca iroca iroca iroca iroca neuros iroca iroca iroca iroca iroca probasis iroca iroca

Submit applications to: Or. Gary B. Ruch, Dean, School of Education, The University of Connocases of Marila, 27 Gooch Hall, Martin, TN 3823. Condidates should include a inter-application, a current resumed, and lines reis-sence. Piezes specily the position you are inter-nsied in Illing.

SCHOOL OF BUSINESS ADMINISTRATION

SCHOOL OF BUSINES

COOLITING—Australited mesociabili price and research sparting and residual processors. Confessors and research sparting processors and research sparting processors. The processors are all research sparting processors and research sparting processors. Because district on especial processors. Because des processors and research sparting processors. Because des processors and processors and processors and processors. Because des processors and processors and processors and processors and processors. Because des processors and processors and processors and processors and processors and processors and processors. Because des processors and processors

Sign Branche begin February 10. Act of the control of the control of general and control of the control of the

servi in andergrandents traching and col-mon and a service of the color of the color of the color of the color of a service of the color of the color of the color of the color of time are presented of color of the color of time are presented of color of the color of time are presented of color of the color of time are presented of color of the color of time are presented of the color of the color of time are presented of the color of the presented of time are presented of the color of the presented of time are presented of the color of the color of time are presented of time are presented of the color of the color of time are presented of the color of the color of the color of time are presented of the color of the color of the color of time are presented of the color of the color of the color of time are presented of the color of the color of the color of time are presented of the color of the color of the color of time are presented of the color of the color of the color of time are presented of the color of the c

MANAGEMENT INFORMATION BYSTEMS-As-

MANAGEMENT INFORMATION SYSTEMS—Be-intermittenceine professor—imme truck. De-toration in Intermedian systems with succlient recreasibles in beautions infoliately and an intermittence of the systems of the systems of the Include teaching undergradents and MRA occurse, colvides of the nouses, colvides gestems of the systems of the systems in understanding sistems; and pertitionaling in understanding sistems; and pertitional intermedian indiction, intermitten conclusing and cut includes a color of the systems of

The University of Tennensee at Mariin is an allimative action, equal appointunity amployer We are particularly interested in receiving nomination of and applications from weaven and minutic conditions.

PORTLAND COMMUNITY

rity College invites applications for the lightcying positions for the goads rate year 1992/93.

Tolerant Commentary Coolings Probine applications for the (Docsing) positions for the existence (past 1907293.

The Cooling Probine Coolings Probine applications of the Coolings Probine Cooling

INSTRUCTOR ART (Job #221: Master's degree in Art with an emphasin on visual arts required. INSTRUCTOR ECONOMICS & HISTORY (Job #23): Master's degree in Cononale or Illatory Freparalion in the non-degree sets or the willingues to obtain gadaxias level preparalitor during the probationary period regulated.

were use immigrates a countel gladutate (see) preparation during this productionary period (regulated).

TOTALICATER CORROLLY (for park) President designed in Congrupt or I colony bracked discipline with 30 quarter hours in Congraphy required. The childy to install a second Social Social discipline imprehend.

SYMPICATER CORROLLY CONTROLLY CONT

VSTRUCTOR MATRIANTICS Job #261 (5 positions): Master's degres in Mathematics or a master's degree in Mathematics Education with 30 quarter housed mathematics at the graduate level required. Evidence of text hing at community college developmental another policies the master levels required.

TOTALIZAL ASSISTANT LIGA 271: Juris Doctomia or equivalent plus two yeam' experience as a practicing alterney in general practice required. Active a semberable in the Octoon State Bar or other state bar memberation required. INSTRUCTOR CRIMINAL JUSTICE LIOB #28): Mester's degree in Criminal Justice, Administration of Justice or equivalent required. The years' experience in stelle or local law enforcement amplited.

INSTRUCTOR BUSINESS TECHNOLOGY (Lab - 20th Interes a Sepresa in Business Education or Business Administration with a monitorium of 30 greatester or undergraduse quarter forces in a combination of office administration of a detailed office and selection of feet daily office shalls required. Two years's business employment experience in 8n office environment anni experience unsing a variety of microcommunic handware and software required.

microcompute fainthme east software could be \$300; backelor's degree in |ioritualium/landscape Architecture on soluted straffactors | Ioritanoscure Technical Conf. | Ioritanoscure on | Ioritanoscure on

with 5 years literating experience in the fundescape field is exceptable.

With 5 years literating experience in the fundescape field is exceptable.

With 5 years of years of

USTRUCTOR DIESEL SERVICE RECHANICS Lieb #33): High school diploms or equivalent and 5 years' experience as a diesel inechanic with current industry-level diesel skills required. The minimum of an AA5 degree in Woolloma Education

NOTRICTOR MACHINE TECHNOLOGY (Job #34) (2 positions): Associate's degree in assnutariuring with emphasis in machine technology and 5 years machine technology experience beyond this terror/apprenticeship level required. USTRUCTOR DIFFINAL SSISTING PROGRAM IND PASS AND Segret and graduallon from an ADA accredited Potential Assisting Program with emphasis on dealer radiology required, Oregon Board of Dentistry certification in dental middlogy, CDA, and ETDA remarked. The years' consecutivative defential assistance subcrience reconfired.

INSTRUCTOR OPHTHALMIC MEDICAL TECHNICIAN PROGRAM (Job #36): Must be inzitionally certified as an Opisthabnic Medical Technicias with 5 years of experience. Certification as an Opisthalmic Medical Technologist prelament.

Nedical Technicias with 5 years of experience. Cutilification as an Dylathamic Nedical Techniciago proteined. PROPRINCTION PRESULT, ADMINISTRY, CALL ADMINIST

MATRICOR Of the proposed of the terror degree Chemistry with amphasis in inorganic chemistry and blochemistry Produced. Two years' experience leaching content or advanced themistry on a full or part-line basis required. INSTRUCTOR HYSICAL EDUCATION (so & 400) (2 positional) Master's degree in Tryatcal Education or equivalent specifical state of the sale to teach a writely of courses including but not finited to weight limining, wileyball, aw/suning, equalics, serbic filtress accor and other field snorts.

acronic missa, socie main outer retail office.

INSTRUCTORANISSINO Job 64 It Mester's degree in fluraling with emphasin in Psychiatric on Hedical/Surgical mursing and a current intendembered Registered fluraling license with the ability to be licensed in Gregori required. Three years' nor critical experience in Psychiatric or Medical/Surgical mursing required.

In spillings to disastoom instructions faculty members are required to constict office fronts for the purpose of assoliting stateders, counseling, invitating said other stable related to instructions in accordance with the Partiety Tederation VCA Approximation of college policy. Evening and Seturotay classes may be assigned. All positions are satigled to budget cranit to-collect and approximation.

ouon onu approves. 87AKTING BALARY: \$25,500-\$27,300 plun excellent fringe benefit pla APPLICATION PROCEDURES: Obtain the required application packet by contacting

Staff Employment Fortland Community College P. O. Box 19600 Fortland, DR 97210-0990 Prione (503) 273-2623

Please reference application packet requests by lob same and job number All application materials must be completed and returned to the Steff Employment office by 2:00 p.m. on Wednesday, Phintagy 26, 1992.

As an Affirmative Action, Equal Opportunity Institution, Portland Community College continues to promote staff diversity, Magnities, worses and the physically challenged are encouraged to apply.

un illeral ayta neidra. Send leture of later-est, risunds, amediant transcripte, three curvey effentes; and ounce, distincts, and control of the send of the send of the send of the send for later send ounce, distincts, and control of the send of the send of the send of the send of the later send of the sero of the send of the secretary nodel studies sending and de-finitions. Send there of send on the send of the send of the secretary nodel studies sending and de-sendant of the send of the s

Lecturer/Clinical Professor in English Education

Brown University weeks an outeredring seacher and seacher educator to serve at Lecture/Clinical Professor in English Education. This appointer must have all sales of Measter Orangers, regulators as 1990 to work design professor seasons as selected to the professor of the seasons of the seas a m figual Corporateshy. Affirmative Action Registers.

Remonshire: Transon Seare Culture, School Registers of Control Programs and Con

Editor: The Pasers of George Washington
Find and he is sent an experience of the pasers of George Washington
Find and he is sent an experience of the pasers of the pasers

way i per cellifacts until southern the discussion. Travers ruch cut first activities are considered under a considered under southern considered under southern considered under southern considered under consid

estably to work closely and productionly of properties of the prop



Rockford College, a private liberal arts collage with 1,500 lull and part time students, is seeking applicants for lenuve teck positions in the eacdered departments to serin in August 1992. A Phi Bata Kappa institution founded in 1847, Rockford College offers bacen before the institution of the part of the institution of the instituti

wide variety of cultural activities, professional sports teams, and

voice variety of Cultural activities, processions sputs seems, interchnology and business.

In electhology and business, successful applicants will provide evidence of excellence in undergraduate teaching and advising and a commitment to liberal arts education. Teaching load is 12 hours a serrester. Unless otherwise, inclicated, a inclorated is required. Rank and salary commensurate inclinated, a inclorated is required. Rank and salary commensurate.

Department of Education and Child Development. Two positions: 11 Elementory leacher education. Elementory se hoof teachers itons: 1| Elementory Jeacher education. Elementary school leaching experience and the ability to supervise elementary clinical expec-

experience and the ability to supervise elementary clinical experience are required.

Beautiful and a supervise elementary clinical experience in special education in chile schools is required. The supervise elementary clinical experience exp

mood Burk, Cholz, Department of Mathemetics. Position teaching a range of course's in mathematics, ability to teach course in computer science of idealable. Control III. Advantables Cholz. Department of Computer Science. Qualified applicants must have all least a material redgered in produce a MS. Ability to teach upper division course in both lisecrated CS and MSIs delined. Control III. Control Computer Science Control Contro

Department of Anthropology/Borology, Politon teaching a boad range of standard roctology courses with an emphasis in criminology or cominal justice. At least two years full-litter teaching experience required. Preference will be given to applicants with experience in community relations or supervision of Internships. Contract Dr. Peter Poblas.

Context Dr. Peter Tobbus
Department of Numina, Medical-rurgical numing feculty position,
Qualifications inclusive a mestar's degree in medical-rurgical numing
and leaching repetience, doctones preferred. Rocketin College offers an ILV-accretional BSIV program with basic and degree-completion opions, Context Positica Lawes, Choix.
Busic and Service and Context Positica Lawes, Choix.
Service of applications begins also. 31, Send letter of applications and the service of the depring of the programment of the service of the epiprogramment.

Rockford College 5050 E. State St. Rocklord, IL 61108-2393

Rockford College is an Equal Opportunity Employer. Applications from women and minorilles are strongly encouraged.

THE HEALTHIEST CAREER DECISION YOU CAN MAKE IS TO JOIN OUR FACULTY

You have a Masses of Science in Nursing. You want to tauch in pursities. Come to Heweald Lost College.

Our devicement let 1 the only thing that's perfect. Just ask one faceby. We employ a participal we model of management that nutice a very faculty members a critical fact is participal to the college of the co

NURSING AND BEALTH CARE GEPACTMENT HAWAII LOA COLLEGE 45-945 KANEBAMEHA HUGHWAY KANEDOR, HAWAH 195744] 1-886-233-3251

Benegies Agristae Professor of intertion. Heavy Critica of a travel intertion. The professor of travel in the contion of the professor of travel in the contion of the professor of travel in the contravel to the may of correctly and study.

The professor of the travel of travel in the contravel of the professor of travel in the contravel of travel of travel in the con
travel of travel of travel of travel in the con
travel of travel of

America M. Jagotti. Devergiore Cylinic College (1998). A consequent of the property of the pro

School of Public and Environmental Affairs

INDIANA UNIVERSITY

The School of Public and Environmental Alfalias provides graduate and undergraduate degree programs, as well as research more photological and undergraduate degree programs, as well as research more photological provides and p

Whater of Public Affairs and Vasader of Section in Proviousleans 25-ment of automate Province and Province and More section cognitions are sure and section of the proposed ranks at a major research interestry. School forcity members typerosent many academic additionation and indicationary research on complex public problems that the School encourages, Applicated many definition of the School encourages. Applicated many definition of the School encourages, Applicated many definition as in the storage of the School encourages. Applicated many definition as in the section of the School encourages. Applicated many definition and the School encourages are produced to the section of the School encourages. Applicated many deals and section as the section of the School encourage and the section of the School encourage and the section of the School encourage and the

·STETSON·

Ed, Administration, Assistan Prolessor, lerure track position, Responsibilities teaching courses in ed. administration, previous of administrative in-terms, and teaching no oce or more of the following series expected deuteron, curriculum, and alementary education, Qualifications: exmed indication, education of the control of the cont

the official policy desirable are on neurosersor. Preferency with Pedida educa-policy of the preferency of the preferency of the preferency of the Perioda Education. Administry President Education and Pedida education activity programs which the Perioda education activity programs which the Pedida education activity programs which the Pedida education activity programs which the Pedida education activity are represented in framework and programs and in a record, a strong preference for treating, and the budging office electric descriptions and related courses a priority for this position. Appairment begins are programs and programs and programs are programs and programs and programs are programs and programs and programs are programs. The programs are programs and programs are programs are programs and programs are programs are procuraged to apply. Approximent and best feet the programs are succuraged to apply. Approximent and best feet the programs are succuraged to apply. Approximent and stand in terms. Individuals with profice activities are programs are succuraged to apply. Approximent and stand in terms. Individuals with profice activities are programs are succuraged to apply. Approximent and stand in terms. Individuals with profice activities are programs are succuraged to apply. Approximent and stand in terms. Individuals with profice activities are programs are succuraged to apply. Approximent activities are programs are succuraged to apply.

Degins Separamost 1992.
Sand letter of application, current returned, intracrites, and flure letters of reference to: Dr. Larry Rosse, Chair, Division of Education, Campus Box 8419, Sestion University, Deland, Pl. 32720. Women and minoriales are encouraged to apply. Deading February 14, 1992. Equal Opportunity Em-

UNIVERSITY OF NEVADA

University of Newada, Reso announces a full-time terrare track appointment in accreta physiology. Assistant/Associals Professor territ. Determinent in accreta physiology. Assistant/Associals Professor territ. Determined the physiology and other physiology and other physiology and other physiology and other physiology and selicities of the development of an exercis selects abstractly and swellness on the convolving process ander section; present experiences, and the physiology of the physiology

BEGINNING DATE OF SERVICE: July 1, 1992.

AAJEOE. UNR coupleys usly U.S. citizens and altere inrefully on

An Equal Oppositunity, Affirmative Action Educator, Employer and Contractor, F/F,

patical leave. PLD. and evidence of teaching excellence required. Send cover letter, curiculum vitee, uvoilicital banascitys for coding us university wors, tree letters of reference, toxicing evaluations and no self-additive postcaris to December Vise. Prevident, increase Wontfal-lege, 4301 finadays, 5an Antonio, Iesas 78200, Review of application begins February 17 and continues until the postcops are file.

Incarnate Word College is an equal opportunity employed Al

MOUNT SAINT MARY'S COLLEGE

PRODUCT SAILUT PIARTY S. COLLEGE

From Sash Pays Catalog, cammars, as hos locally partitions in Education, Noticions are avoidable in fast, 1912. Assay is cammensustation acquerience, Seas of applicables in the literator of reference to B. July because of the pays of th

DOM.

DUCATION Avoidant Professor to asola in considerable per grabel program out cataling partnership will have alread distinct will revolve citation in valuable tentraing tool and attention to the citation of the citatio

regrand in the liberal STN and deference or over a redriscount, on probley-hould and over a redriscount, on probley-hould and gradual level. CF1 in bacted it in the problem of redrigate CF1 in an opposition of the problem of the problem of the redrigation of the problem of the competition of the problem of the competition, the problem of the competition, the problem of the season of the problem of the original problem of the problem of the original problem of the problem of the original problem of the problem o

cent Ligherstip, P. G. has, 1982 C. Charles, 1982 and have intered a common control of the property of the om University, P. O. Ben 1997, Charless, South, Carolina 2941, Charlessa, Souther University is an affirmative or time employer and does not defensione or time employer and does not defensione or time and the charles of the ch

che and endere Tech est's chiefed cut migine een methods. Not offer the ender devents. Eacher the pear the ender devents. Eacher the pear the ender the ende

INCARNATE WORD COLLEGE

incarnate Word College, a Catholic, co-edinational institution of later Arts and Professional Studies, anticipated without faculty positions and also beginning August, 1992. Towards in 1683 and Ecoted at the base design of the control of the control of the control of the control of the in the Sontilwest with a custom conditioned at 2000. The Control paste or the control of the Control of the Control of the Control paste orientation permaters the academic community Women and in-notifier are encouraged to optible.

The following portitions will be available penuling final budget approval. Accounting—(one year visiting appointment) to replace faculty member on leave of absence. Earned that torate with Beld in accounting prefered ABO's will be considered.

ABO's will be considered. History—Assistant Professis tenue-track position. AOS: 20th Cenny, U.S.; AOC, U.S.: Add/in Last Relations, Required to teach undergradus survey course in U.S. History and World Childanton possible teaching college core and spanisher coveres. Ph.D. and evidence of commitments scelence in teaching required. Wilming samples required. Nursing—Critical Care: M5N required; doctorate preferred; evidence of teaching excellence.

reaching excellence.

Raading Education—Open rank depending upon quilikarions. Land doctorate with reposity in Reading Education; three years secondary elementary school teaching experience. Preference will be given upons with College teaching experience and 18 graduate hour in stems and to college teaching experience and 18 graduate hour in stems large teaching experience and 18 graduate hour in stems large view of the college teaching experience and 18 graduate hour in stems large view of the college of the c

pon.

Spanlah—Assis Iami Professor, tenure-nack position. AOS: culture and olization. Will teach four understanduste courses in Impuage, other and
collization and assists in the development of teacher leading regularat
multidricplinary learning isla. Th.D. in Spanish or in foreign Language
fulcation with a concerne from in Spanish and evidence of commitment
excellence in teaching sequilect experience in eacher preparation and
learning technology preferred. Winding samples sequeled.

Theatre Arts—Twelve month tenure-track position. To reach 3-sensur acing sequence, 2-sensures directing sequence, additional courses in AOS, involvement in college or core cutificulum and direction of one entower plays a year. Opportunity to work with Resident Summer Theatre Compu-ny, MFA and evidence of teaching excellence minimum.

Psychology—One year appointment to replace faculty member on silbalical leave. Pls.D. and evidence of teaching excellence regulard.

MARKETING College of Business

BULLETIN BOARD: Positions available

HEAD

DEPARTMENT OF CURRICULUM AND INSTRUCTION

ASSOCIATE DIRECTOR OF TEACHER EDUCATION

College of Education

Oklahoma State University

bhemisations and applications are Instituct for the combinest position of Hond, Department of Controllatin and institution (ICDI) and Associate Director of Teaction Education, College of Education, Dilethous State Observing, Conditates must believe an emplosite and to an extended color an extended state of the CiCD Department of CSU (e.g., elementary education, secretality methodates, Emploit, social studies, science, and controllatin approximation). The Department of Cell Cell advantage of the CiCD Department of CSU (e.g., elementary education, secretality methodates, S.A. S., m. (E.D. Devis in oussity) of field. The Associate Devis of Cell advantage of the CiCD Department of Cell advantage of Cell advant

Indicate Distances and the form of atmosphasic accord of teaching appearence and schooling stationers and produced and the second of atmosphasic according to the second of the second o

Seasic dates of the position include the coordination and evaluation of bacility, stell, sudants, programs, and the proposition devided along of personnel, includies, and chieses. The continuing appointment is lyapically for twice most, at the eart of problesor with tenure. Salley is competitive, and an ascellant intege benefit program including TIAV CREF assables. CIECE is assemble.

(Dichonan State University is a comprehensive University with a combined student exvolument of approximately \$6,000. GSU is become for Silvater, Orbitanona, within on hours define of 1 Julia cent Cickhonne (buy end is mostly accessible from one for mostly accessible from developer (accessible from developer combines or most accessible from developer combines or mostly accessible from developer combines or mostly accessible from developer combines or mostly accessible from the combines of the combines

haused in Jour condemic departments and two schools Retires of applications all begin February 15, 1992 and continue until ties position is filled. A latter of application may be accompanied by a current with, as usel as the nervier, addresses, and phone rumbers of these references themsetwines and applications should be serial to Dr. Kenneth, L. King, Denit, CED personnel Flead Search Committee, 103 Gundermen Holl, College of Education, Oktohomo State University, Stillwater, OK 74078. Phone 1403 744-5345, Fed. 4503 744-7733.

OSU IS AN AFFIRMATIVE ACTION, EQUAL EMPLOYMENT DPPDRTUNITY EMPLOYER
COMMITTED TO MULTICULTURAL DIVERSITY.

The College of Business at Idaho State University is weeking applicants for one and passibly two termine back post-fitness as societaely associated parties such as the contract should have an examel ducloud; and Markeling, Thuse close to completion of such a degree will be considered. STATE

ONVERSITY
The Markething Department, with 125 minlesgraduate unders, focuses on echicating students for industrial subes and marketing positions. Leadenship in braching, ersearch, and program development in personal selling and subes management is

The dopartment and the callego have developed working re-islocatips at an adjacent lederal energy technology divector-ment laboratory. The callege also houses one of 7 state-of the safetomy properties of the called the safetomy properties. Research and program overlopment in Lectmology marketing, strategic planning, and decision making is encouraged.

The College of Business his 1,200 sindents in the multiproduce majors—accounting, computer Information systems, lineare, management and marketing. Approximately 125 sindents are in the MBA programs. The college has AACSS hustens are in the MBA programs. The college has AACSS hustens and gratianal beautiful and both like numbergrathme and gratianal bevils.

ISU is a companiousive university of approximately 19,000 students located in Pocatella, a community of \$5,000 within a few and a half hour drive of Sait Lake City, Yellowstone and Grant Teton National Parks, and Sun Valley.

Serecolog of applicants will begin February 15, 1992. Appli-cilio deadline is March 1, 1902. Interested permus should send a letter of application, résunce, and list of references in: Dr. Ron LeBlanc, Chairi, Marching Department, College of Bulbens, Campus Box 8020, Iduhu State University, Pucatel-lo, Iduho 83200.

ISU is on Affirmatice Action, Equal Opportunity Employer

denotes for a transversed portions to the control of the control o

Design Department Heed Cornegie Mellon University

Carnegia Mellon University, which proneezed design education more than 50 years ago, is locused cut redeliming its design program We'se Inolong for a person in head our Department of Design, a department that grants degrees in both quaphic and indigitial design We need the right person, someo will voice and energy who know tievips, is committed to education, audorstands lusiness, and canages well

Please semil a current vilag to Clase Sourch Commission Injuriment of Design, MMI ID atticule Mellon University gie Mellon University Application deadline is Ian 31,'92

1 innering Million University is an Ellimater and the Artifact appointment employed

NATIONAL COLLEGE OF EDUCATION NLU

National-Louis University

National-Louis University is a private, integrandous laritation which has entered its second contary of authoric excellence. The institution serves students at three Chicago area compuses and at a administration in McLane, Vigania, Sa Louis, Massouri, Tamps, Pfortes, Milwaukee-Beloit, Wisconsin, Atlanta, Georgie and Indiabiburg Camengy.

Serges in a measuring comment, where the properties of scorping of the serges and serges in the serges of serges of

There faculty positions [pending budget approved] are league track with rank negatiable

Special Education Position #92106

Responsibilities loach guidesteleved (courses in learning dissibilities, longuage disorders, cultrathrest and dispositic assessment as well as participate in seminars, collaborative activities and student traching apparents. Quidentiations an example document on special education or a related field; providents reaching expensions; a developing use of reversels.

Paculty positional avoidable in terrorative M. Ed. generative programs for equations of K. 12 school tumbur. Field-hastet faculty work closely with small integrit gours of velocities not cleanarm practitiones of soling progressive, integrated, involves curriculum stroselog teacher subscription, innovation suit resuarti. Qualifico-lines contact Ph. Dr. 6 Ed.D. in curriculum or resident field.

Mathemetics Education Position #82107

Responsibilities each end dvise undergreducte and graduate students enrolled in mattermatics education courses designal to clorentary and middle achoed teacher; play an active solo in program development, sology accessed laces for great program of the program of the program development, sology accessed laces for greatering to public accessing gain day. Bigs store processing course sology accessed laces for greatering to public accessing gain day. Bigs store processing course commitment to quality leaching, including an interest in preservice and inservice teachers, demonstrated socialms in research and only accessed by sectivities.

Educational Psychology Position #B21B3

Responsibilities: leach graduate course in school psychology; work with Ed.S. and Ed.O. conditions: supervise procine and internables; direct studiest losses in tendent on active nuseath programs advice students. Qualifications: applicants must have a Ph.D. or Ed.D., school psychology certification and an authorities and programs.

Foundation and Research Position #82194

Responsibilities: leach master's and decional level courses in reducestion was tell-a program of research and publications evident as suitables, piles on soften role in program development and and publication; public or prepare action (III.) and publications of several publication; public or prepare action (III.) and publication; publication; public or prepare action (III.) and publication; publication; publication; publication (III.) and publication (IIII.) and publication (III.) and publi

Foundations and Research Position #82110

Responsibilities excelors mater's and declared courses in quantitative mostwerk evidence statement in the control distribution of the course of the course

Educational Landarship Position #02100

Responsibilities teach course in the areas of subculsine) plonting, policy, menagoriest strategies, curricu-jum avelestion, shall development and instructional supervision at multiplication in the Chicagoland axed ductural illeoration advising; studest advising, Qualifications (E.D. ov Ph.D. in oducational administra-tion or a related field; public acheol administrative experience.

Educational Landarship Position #92108

Responsibilities: teach courses in financia lever and in ageitations at multiple elles in the Chicagodarid ares; student advising sessial so decional committees. Qualifications: 24.D. or Ph.O. in aducational similatiration us or should findit; public school administration us or should findit; public school administration us or should findit; public school administrative experience. Educoilonal Leadership Position #82109

Responsibilities (secticesses) intell'devolupment, instinctional upportainen, schuck rommunity rolations, self evaluation ont policy implementation or multiple altes in the Chicagolaria area student sulvising areas on declare Committees. Quelities tieses: Ed.D. or Ph.D. in educational edministrative or a related field public school administrative experience.

The decilies for opplications is a perm, the slow, conclusive are anounceped in apply as soun as resulting freeze note that seriod decirates must be complicated by Soptewber 1884. The expected starting date for each position is Soptewber 1884.

injurested candidates should send a letter of loterust, current vits, and the names and addresses of three references in Olice of Faculty Services, Netional-Louis University, 2840 Shanidan Read, Evansion, Illinois

Notional-Louis University is an Affirmative Action, Equal Opportunity Employer

Incarnate Word College

AMY FREEMAN LEE CHAIR IN **HUMANITIES AND FINE ARTS**

Applications and nominations are invited concerning distinguished teachers for appointments to the Arry Treeman Lee Chair. This will be the first appointment to the chair. The intent is a 1-semaster appointment, but this is negotiable.

ment, but this is negletioned:

The duties of this position will be teaching undergraduate students, planned contract with faculty for faculty development, and delivering public fectures, performances, etc. Arrangements are flexible.

public icclures, perfarmance, etc., arrangements are necessary, applicants are expected to be econophished in the own fields and expert leachers who can spark the community to lavely inought and discussion both in and out of the classroom. In economistic with the discussion of the contract with the discussion of the contract with the contract of the process of the classroom in economists. On the contract of the

intertaciplinary and multi-cultural source.

Nominations abouted include a blo and names of references, For applications, send complete curriculum vitae and references to Donna Aronson, Inamate Myord College, 4501 Ecoadew, San Antonica, Tecsar 79209-6507, Review of automiseions will commerce on February 15, 1992 and continue until the position has been filled.

minimize and product leaving regionship and products and product leaving regionship and products and service to the collect, constanting, and ordericts for Productions and Sectionship and overcolours of the Control o

Bulletin Board

(202) 466-1050

STOCKTON STATE COLLEGE

BUSINESS STUDIES (ACCOUNTING/FINANCE), Assistant Proissor (\$30,312-33,480), instructor (\$24,397-328,676). To teach andrograduate courses in Accounting/finance. Ph. In Accounting or Finance or Master's with appropriate certification, such as CPA, required. Teaching apparence destrable. Salary may be higher decoration of Compensation for the Accounting on qualifications, experience and increases in the New Jessey higher Education Compensation Flux. Streaming will begin Fabruary of Professional Studies, Stockhon State Callege, AA23, non-an, New Jessey 62642, Stockhon an AACOE, women and minorales are encouraged to apply. R202132

tirine Catholice, with prior selministrative respectives in Catholic schools, possess are considered in Catholic schools, possess are considered in Catholic schools, possess are catholic schools, possess, posse

will be secrated rates (usy 15, 1992). Send letter of application, wits, and 3 letters of specialization wits, and 5 letters of specialization wits, and 5 letters of specialization of Relaxation of the Secretary Secretary of Relaxation of R

1927. The Discusse of Channels I am Bousd Coppensately Handelson Measurement Research Acta Bartelland Measurement Research Re



Hasith and Physical Education—2 positions:

EAST TEXAS STATE UNIVERSITY

Commerce, Texas 75429

FACULTY POSITION OPENINGS

ETSU ir located in Commerce, Texar with an enrollment of 8,000 studentr. Degrees are offered through the doctoral level. Commerce is located in a rural area, 65 miles nonheast of Pallas

COLLEGE OF EDUCATION

Committer Education: Assastant Professor, sensus track, Requires doctorate us connecting or rhosely related tield.
Clinical supervision training/caperience and marriage and family expensive preferred. Research activities and graduate of CACIEE-approved program Grined. Apply to Richard Canada, Department of Connecting and Ginalance by Marris 15, 100 pt.

by Marris 13, 1992.

Beading Education: A solvinar Francisco , comes trafts. Requires (1) doctorate on ABD in reading relutanties (2) and a solvinar francisco and the solvinar solvinar content acts reduce development reading, requested reading corporate by a track of the solvinar solvinar content acts reduce development reading, requested reading solvinar content acts reduced to the solvinar solvinar solvinar content acts reduced to the solvinar sol

my 16, 1742-304 WIII commune must me position is filled.

Psytology and Special Education. Antenan Profusion, ensure starts. Decrease in general educational or school psychology with emphasis in spread of nationar, relevant experiency with handle upped papulationar, reviewed a special control of the profusion o

Hashin and Physical Education—2 positions:

J. Assumer Professor, nature rank. Required sociarit in health, kineticlogy, sports smaller and/or ribard fields, compenses and knowledge in motor kerning and motor development of children, and skilled in gymnastner and/or ribard in the control of the control of

tary stroot physical contains, assoble chair or other rhythmic classes and lifetime well-netwrittens contain from the contained of the contain

DESCRIPTION ESTIMATE BUICATION—3 POSITIONS:

Companily College/Secondary 8 Highes Education Assessus Professor, resust track. Requires doctorix in olar cities with experies as community College/Injets reducation and there or usors vars of servining regresses as community college/Injets reducation and there or usors vars or servining regresses as community college flowers in the description of the servining regresses as the college flowers and implementing faculty development workshops for community college feeding and definitionates.

Secondary Editoric Supervision Concercious and Instructions Assume Production Concercious and Supervision Concercious and Instructions Assume Production Concercious and Instructions Assume Production Concercious and Instruction, a vincinum of three years all entiring expections us the serveday subsolar informs, surriculum and instruction, a vincinum of three years all entiring expections in the Surviviance Concercious Conc



FACULTY POSITIONS SCHOOL OF ARTS & SCIENCES

kantern Montana Callego's School of Arts and Sciences is seeking a number of lanaurities and creative feculty for opinings throughout the School commencing with the Fall 1992 Sensistes. Solary confusers upon and such deperience with the terms of the collective Sungaining agreement. Appropriate terretinal degree required in Jenuary Law Louisions.

is issues for horiton.

Green themse Callage is compiled at the Schools of Arts and Science, Debug-learners Mentage is compiled at the Schools of Arts and Science, Debug-learners and Schools of the Schools of the Schools of Arts and Schools of the Schools of

Amiaian/Associole Printener (Inner 1911) to learh intention and advanced in Printener (Inner 1911) to learh intention and advanced crosses and zoology and intellectively indoors, one to redailight our undergretuate research program in scalagy. Ph. It, is apparent on each with related as analory as a second program of the program of th

reuon roquiesi.
MISIN: EDHCATION—Saurch #92.9
suudata Profesor (jenus-tereki) otacab roureesia Methoda of Touching.
J. Foundation of Musit. Whild Metel: Collures, and Applied Music
in Julio antiku voice Appropriato doctorsiu and publik acheol teaching
vogiesi.

mylection required.

MATYE AMERICAN STUDIES—Such he psychological solution is plant action as the best for the control of the

tion must submit istice of application, contrulure vitan, three (3) reference copies of transcripts to Class, Seath # , Human Rossurces/EC-AA Office, Montana College, 1500 Meeth 30th Street, Billings, MT 3910, 1238; con-

For a daulied vacuory manouncement describing position descripting, qualifica-tions required, and application proceedings, planes contact the Human Resources/ ESO-AA (files at the address above.

Applications received by the decolless date of February 14, 1985 will be given profession reviews isoverer, applications will be accepted until positions are filled. Eastern Mostana College is an Equal Opportunity, Affirmative Action Employer.

Qualified Womes and Minorities are appurated to avolv.

Chair, Graduate School of Business

Dallas Bopt's University is seeking a qualified candidate for the position of Chair of the Graduate School of Burinera. Qualifications include an ABA and doctorate in a related field of study, with a minimum of 5 years NADA NACIONACIONES IN STORICO RECIO O EMILOY, WILL S MULLIMINE DI 3 YEARS leaching experiences prefatred. Preference will be given to active, Southern Baptist church members.

Dalhas Baptist University is a privato, Southern Baptist-affiliated liberal arts

Common appet University is a private, Soundern Beptin-Hillisted Ultera lartic university with a processmeley 2500 considers, 50% of which are business majors. DBU's printery mission is the integration of faith and learning finough quality aductation.

Send resume for Larry Linement, Deen, College of Business, Bost Septial University, 7777 West Klest Bird, Dalles, Terzas 75211-9800.

Dallas Baptist University

Ethicational Psychological Measurement: Editional and Psychological Measurement, Assistant professor, teaure track position begins Fall, 1992. Must have careed doctorate in educational psychology, measurement.

COG.

The conditional formacycle Amplicator, agriculture, and the conditional formacycle and the conditional formacycle and condi

copy of analysis trenscrists, three limans of recognized sites, and three regists to a continuous c

trans. "A season of the control product of th



Newberry College, a private Lutheran Church related college in South Carolina, offers the following positions: MATHEMATICS

A tenuro-track position in mathematics beginning August, 1992. Rank determined by training, experience, and responsibilities, Pasition replaces reliving Department Chair, Dectorate required. Public school teaching required. Twelve-hour teaching load each senselar. Committee services and caedomics advising expected. Review of applications begins Pebruary 19. Applications accepted until position is affiliar.

RELIGION

A tenure-truck position in veilgon beginning August, 1992
at tenure truck position in veilgon beginning August, 1992
at the position of the po

Send resume, groduato transcripts, and names of three current references to Dr. John L. Setzler, Dean of the College, Newberry College, Newberry, SC 29198.

Newbarry College is an AA/EO amployor.

LOUISIANA STATE UNIVERSITY AT ALEXANDRIA

Position expected to be filled August, 15, 1982

Assistant Professor, or Instructor, of Computer Science, Minimum regularments: M.S. with 18 graduate hours in Computer Science

Send résumé, transcript, and three recent latters of reference to: Di. Michael Collins
Division of Business Administration
LSU at Alexandria
8 199 Highway 71 South
Alexandria, LA 71392-9633

Salary regionally competitive, commensurate with educational background and experience. Review of applications for the position will begin on february 19, 1992, and will continue until position is filled. LSU Alexandria is an Affirmative Action, Equal Opportunity Employer.

DEPARTMENT OF MATHEMATICS COLORADO STATE UNIVERSITY Fort Collins, Colorado 80523

UNION RACIUTY MARRES postulation is applied continued (an interest in computation and visualization preferred), discrete madeuniverse in computation and visualization preferred), discrete madeuniverse continued to the continued of the conti

Official transcriptor required our markets of the control of the c

MICHIGAN STATE

MAKE THE MOVE

Come & join us! The MSU College of Nursing to ON THE MOVE! A Come a join usi I neksu Cellege or Nursing to ON THE MOVEL At the undergraduate level, we offer a BSN with an off-case completion track for RNs. At the graduate level, our MSN program has a primary care amphaete, with tracks in Garontological & Family Nursing, Additional MSN tracks and a doctoral program are being

We are currently asaking faculty with an earned declorate for: Adult Health Nursing (2 positions) Child Health Nursing (2 positions) Community Haalth Nursing

Gerontglogical Clinical Nursa Specialist/Nurse Practitioner Director, Instructional Design & Learning Technology

Salary and academic rank is commensurate with experience and education. We are particularly interested in mingrity candidates.

Applications and nominations should be submitted by April 1; late submissions may be considered if a suitable candidate is not identified by the deadline. Correspondence and curriculum vitae should be sent to:

Kathlean C. Bond, RN, EdD., Dean and Professor College of Nursing, A-230 Life Sciences Building Michigan State University East Lansing, Michigan 48824-1317

Michigan State University is an Affirmative Action, Equal Opportunity Institution



The Wichita State University

COLLEGE OF EDUCATION

Corrected Position Description

Tenure eligible position in the Cullege of Education is annuanced for academic year 1992-93 effective August 17, 1992.

Post of Curriculum and Instruction (Assistant Pmiessor)

Depty of Curriculum and Instruction (Assistant Pmiessor)

Depty of Curriculum and Instruction (Assistant Pmiessor)

Social Pmiessor (Assistant Pmiessor)

Social Pmie Deadling: February 1, 1992. Submit materials for Oy, Robert Alley Completed applications include: I feiter of interest which freshy exhibites applications include: I feiter of interest which freshy exhibites applicating of interest applications of interest and inter

College of Education, Campus Box 28 The Wichita State University Wichita, Kansas 67208-1595

WSU is an Afflemative Action, Equal Opportunity Employer

of competitive, and commonuming with processing the competitive and commonuming with proceedures. To sayly, send a competition of commonuming the competition of the and a studie capital or of picking of a significant of the capital of the capital

The trivial Communic Engineering Missering and Computer Engineering, Asserting Security and Computer Engineering, Asserting Security and Computer Engineering, Asserting Security and Communication of Computer Security Se

Central Contral Technology. The University of Nucleic Considers Cardiner Charleston Lawrence Contract Contract

Secretary in the control of the cont Section of the control of the contro

BULLETIN BOARD: Positions available SAM HOUSTON STATE UNIVERSITY

The College of Criminal Justice **FACULTY POSITIONS**

TA College of Criminal Justice. Sam Houston Slots Usberrally, invites explications for two luit-time area interferent positions and the process of the proce

George Bato.

Samt poulon State University, with 96 undergraduets, 79 graduats, sed one decloral program, is the 10th legest state existed Institution of higher advection in Texas, Approximately 1,309 students and 450 days and part of the control of the 10th and 1

nca upre-say, sed locas Asia university.

The Search Committee will begin acreaning applications on November 1, 1891, and has positioned in maintaining and intelligence of manufacture of manufacture of manufacture of manufacture of manufacture of manufacture of the manufacture o

Professor Jemes W. Marquart, Chait Search Committee College of Criminal Justica Sam Houston State University Huntsville, TX 77341 (409) 294-1857



Sam Housion State University is an equal opportunity, elitimetive action inetitution.

TRENTON STATE COLLEGE TSC

for 199,03, strure tack, tank and salary opes Puntary language must be freed, secondary strength in Spanish desirable. Strong communent to Bark an estendii. Candidata reperted to rentitute to privatel obstruction, factorybene culture and/or lurriture in transition. Traching load application, r.v. and three fetters of the structure of the struct

TENURE-TRACK FACULTY POSITION PHYSICS DEPARTMENT

The Paylo Department of Tree in Michael Department of Tree in Michael Collegia mankarban Tree in Michael Mi

The Moumouth College of Illinnia announces

The Dorothy A. Donald Chair in Romance Language & Literature

A Christian Brothers Universit

LEWIS UNIVERSITY

Director of Personal Support Services

Tan-month eppointment to be-gin Spring, 1992, with collect-in odjunct iscuity appointment. In Psychology Department, Re-porting to the Director of Uni-versity Ministry with respons-billity to organize, coordinate and plovide counseling, sup-port end referral services.

Lewis University

Lewis University is an equal Oppor-tuality educator & ereployer. Minority & wamen candidates are especially encogreged to apply.

port end referral services.

Qualifications: Ph.D. in counsoling/clinical psychology deperda; ABD or terminal mestar's
considued, based on experionce and skills. Experiance in
delivering services to collegestudents raquired; individual
and goulp support skills required.

Respond with lellar, réaumé end relerences no leter then February IS 10:

Director of Human Resources Paragnal Support Search

COLLEGE OF ARTS AND SCIENCES Agriculturs: Assistan Professor, reture track. Requires Ph.D. in Agricultural Esouwairs (or threely related field) with a 18 or MS (M.E.B) in Agrisultural Eshemator (a Ph.D. in Ed.D. in Agricultural Education with a uniformed fill gasta housen in Agricultural Economics' Agribations: Agribations who safficies obtaining their degree by Suprember 1, 1992, will be considered. Apply To Due Condelion, Department of Agrirultural Streners, Sercening with Engine on Agrir 1, 1992, and well considered in the position to filled.

Screening was deglar as part is trade, one was constitute that an appearance in certain general constitution of the property o containe must the position in third.

Liberatury and Languagean Anthonic Professor, restore tracks, Hanglors (Ph.1). In Hangloric is referred Hold, to
Liberatury and Languagean Anthonic Professor, restore tracks, Hanglors (Ph.1). In Hangloric is referred Hold, to
Liberatury and Languagean Control of Professor in Professor (Ingenitals, sociologistics, psycholigometics, condense graves, Eds.), and a concentration of interactions of control Darkovary,
Organization of Languagean Control of Professor (Ingenitation of Hanglors Apply on Coroll Darkovary,
Organization of Languagean Control of Professor (Ingenitation Control of Ingenitation Control of Ingenitation

position is filled.

Chemistry is Ansistant Professor, assure track. Requires Pit.D. In Buch ematry at Degmic Chemistry, Besponsi-lablicationide reaching or the analographicate and sater's a levent, Apply to Ken Ashley, Department of Chemistry, Screening with begin to Pelebrury B., Pit. 1988. In Pelebrury, International Chemistry, Screening with begin to Pelebrury, B. 1988. In Pelebrury, Screening with begin Screening with the Pelebrury, International Chemistry, Control of the Pelebrury Science State of the Pelebrury Sci

has beim and upplication will be tracered from performance and the second of the common of the commo

more complete description of early position is available from the appropriate contact persons ETSU is an affirmative arion, equal opportunity amployer. Qualified women, minorists, and disabled persons are encouraged on apply.

BAYLOR UNIVERSITY

School of Education Faculty Vacancy

DELINOUS OF CUUTACHOIN FACURITY VACCAINCY
Department of Infrared Personal President Association Association Committed Geogrape Intervention of Infrared Personal President Association. Teach Traumer in statistic, research, and exceptionally "Quildy for incrementary on Conducta Excity, 15 th association question desirable. Association of Infrared Conducta Excity, 15 th association of Infrared Conducta Excity, 15 th association of Infrared Conducta Excity, 15 th association of Infrared Conductation and Infrared Conductation and Infrared Conductation and Infrared Conductation of Infrared Condu

A calendar of forthcoming meetings, conferences workshops, and institutes of portance to scholars and college

every week in The Chronicle.

included supplement. The control Grands here increases of the control Grands here in the control Grands here increases. Here is the control Grands here in the control Grands with the control Grands here in the control Grands with the control Grands here in the control Grands with the control Grands here in the control Grands with the control Grands wit

And the and control of the control o



COLLEGE OF BUSINESS ADMINISTRATION

University of Southwestern Louisiana Lafavelle, Louisigna

ACADEMIC OPENINGS

Applications are invited for the following unticipated full-time tens re-tract positions:

ACCOUNTING: Candidate, are invited for positions of Associate Professor and Professor of Accounting. Applicants should posts as a doctoral degree and how an established record of scholarly research and effective teaching. Professional certification is database.

us station.

INTERNATIONAL BUSINESS: Candidatos are invited for the pusition of Audvant or Associate Professor of International Dusiness: Applicants Jouad possess a doctoral degree ti eccumostic, flaance, or management und have appropriate training and experience in nativariousal business.

once at HIPPERFORM BUSINESS.

FINANCES: Caudidates are evided for positions at the Assistant and Associate Professors level in corporate finance and finuncial markets and fustionisms. Applicates visionly notices a doctoral alegates and be committed to clinically rescurch and effective leading a committed to clinically rescurch and effective leading.

ing.

MANAGEMENT: Candidates are invited for the pushion of Avists and Prufs stor of Management. Applicant's should prisses a dustroat degree and be committed to schoolary recarch used effective teaching. The fields of organizational behavior, human resource management, and production and operations management are pre-management.

DISTINGUISHED PROFESSORSHIPS

Twa of the abuve positions was be designated to receive distinguished professorship awards depending on the applia ants praviding evidence of a rotalancing record of softwarty research and publications. One of the abuve professorship awards depending on the applia ants praviding evidence of a rotalancing record of softwarty research and publications. One of the abuve professorship are decided to the accordance of the accor

Applicant for the above positions should possess an appropriate doctoral degree and a demonstrated suggest and a demonstrated and appropriate doctoral degree and a demonstrated and appropriate doctoral safe research. A commitment to publishing the propriate of the control of The above positions are available as of August 19, 1992. The positions will emain upon until filled. Send application letter, vita, and reference letters

Dr. Jan W. Ouggar, Deva Collego of Bushness Adondstration University of Solthweatern Louisiana P. O. Box 40200 Lafeyelle, Louisiana 70364-0200 USL is an Alfarnette Action, Equal Opportunity Employer. Women and olionities are tracouraged to apply

ARKANSAS TECH UNIVERSITY School of Education

Arkansae Tech University is accepting applications for two leculty positions for its baccelaureate degree program in elementary education at the University Center, Fort Smith, Arkansas:

a Elementary Education/Instructional Technology (non-tenure Irack) a Rending/Early Childhood Education (lenure track)

A ReadingFally Childhood Skazation Inenue sixel. Delete Include Skazation, solveling, and supervision of student teachen. Assists despot and public selectal basching experience required. Appropriate control of the properties of

leajwering. The Critics of Engineering and Against Students, but replaced to the control of the Critics of Against Students includes with Joseph Control of the Critics of

GALLAUDET UNIVERSITY **Faculty Positions**

Gallaudet University, the world's only university for deal students, has pruhable laculty positions for the fall of 1992, pending adequate funding. osmosis for the ratio of 1992, penuing adequate limiding, is have been tentitively identified as follows: i.a. Sciences: English, History, Psychology, MathyComputer Science, Sociology munication: Telesting Films Man

College of Arts & Sciences: O1. Robert Williams, Dean School of Communication: Or. Njerl Nuru, Dean Sch. of Education & Human Svcs: Or. David Martin, Ocan

School of Prepatory Studies: Dr. Ann Davidsoe, Ocae Or. Ann Davisson, Occae
Required: Master's in discipline plus will agests to pursua studies in a doctoral program in the field or an allied area, willingness to learn sign language.

Television, Film & Photography (Chair)

Educational Foundations & Research Physical Education & Recreation

Computer Information Systems

Pralarred: Earned doctorate is field plus teaching experiences; knowledge u dealnass aud/or skill in sign language. Rank and salary are nagotiable; terture-track, regular con-tenure track and temporary appointments.

form outs appointment.

The property appointment of towing chal students, individuals who already posters sign lunguage skill so who are deal are encouraged to apply. Challed individuals without these skills must be willing to alread an E-week orientation program for inaming in sign language and fringerpelling, without a program for inaming in sign language and fringerpelling.

The appropriate School Dean Gallaudel University 800 Florida Avenue, N.E. Washington, O.C. 20002

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYEE

CHAIRPERSON

Bachelor of Science in Nursing Program

Allen College sceles a full time Chalippinon for the Bechelor of Science in Nursing Program. This position is in the recently established Allen College located in Waterioo, lows. Reportabilities include: curriculum development, iseuthy selection; classroom issoching; college and community service; and scholarly activities.

A Materia Degree in Nonling is required as well as an earned Doctorale.

a Experience in clinical nursing and teaching at the becalesureals level.

Eligidating for foremane in lowe.

Commitment to quality, innovative undergraduses education.

4 Commitment to previous registeration in curriculum development in provide violenza justication in curriculum development in curriculum development in the commitment of the commitmen

Twelve month appointment. Position open immediately. Send letter of appli-cation with curriculum vitae to:

DR. JANE HASEK, CHANCELLOR 1825 LOGAN AVENUE WATERLOO, IA 60703 319-235-3545 COLLECT An Equal Opportunity Employer

Oho 6317:4499 355-317.

Highlis Accident des per popules as played as per popules as process. Committee of the per popular committee of the co

In filled. Send letter of restitution, stateto-tian visia, freet letter of reference and interesting inspection for William Revision. George States, Milliam, Billiam Co-close State, Visian States, and an extra state of the state of the States of the States, and states of the States of the legislat Accidented Copy.gray position as the States of the control to desire states of age month of the control of the contro

Sell, souther Germs, Gale Collet And Seller and Seller

Cabrillo College

Santa Cruz County, California

ANNOUNCES FACULTY POSITIONS

We are scarching for beedly to join our dedicated cramming of leady and staff. We are seeking recognite, the dide, innovative indefining where wish to join and grow with one of the most highly-respected community calleges in Callinanta.

community cutieges in California.

Communities at woreplast view of Mentercy Bay, Caledio Calego Communities at woreplast view of Mentercy Bay, Caledio Calego Communities and Calego Ca

TENURE TRACK FACULTY POSITIONS AVAILABLE.

Accounting Isstructor
 Coapules Sistence Instructor
 Coapules Sistence Instructor
 Early Childhood Education Instructor
 English lawtructor
 Leoraing Ceator Coordinator
 Afolis Instructor

Afolis Instructor
 Novsing Instructor
 Reuding Instructor
 Theatre Arts (technical tigastre) increases

EMPLOYMENT CONTINGENT ON FUNDING AND LOVERNING BOARD APPROVAL

AN EQUAL DEPORTUNITY, AFFIRMATIVE ACTION EMPLOYED.



Management

The Deportment of Monogenant of Caliphung College lavities opplications in a possible exhibition replacement of one year beginning Feli, 1922. The successful cardidate will leach human essentic monogenet end principles of nanoquement. Caliphung College ac highly selective liberal entire college focused in historical selective liberal entire college focus of the historical control of the Western State of the College is an ellimentive cetton, organ deportunity employers: women and minorities one encounaged to apply. The doportment will begin reviewing applications of rebutary 38; 1922. Applicants should submit a later of application, curiculum when, and some and ellephone of the college of

start-based attrology characterist retrain is animale subject more easy contrain is animale subject more easy contrain in animale subject more easy contrain in animale subject more easy concomercial contraints and products of the contraints of the contra

state encouraged to negate. Professor. Heads have been designed from the state of t subjut not much jo or evolutionersal subjut not much journers management, interpret speaking proper management, interpret speaking proper may be a proper proper for a proper journers of the property property property and the property of the propert mindes north, aburelly study commindes north, aburelly study comprocessing figures to revisiontee the commindes north, and com
des north, and com
mindes north, and com
m

CALIFORNIA STATE UNIVERSITY. HAYWARD

Prayers to leaves Facility Diversity, 192-28. (CSIII anticlosed being street of the control of t

BOULTIEFT COILEGE AT ECTITICAL PRISONS DE PROPERTOR DE L'ARCHARDE PROPERTOR DE ROCKLEME PROPERTOR DE L'ARCHARDE PROPERTOR DE ROCKLEME PROPERTOR DE L'ARCHARDE PROPERTOR DE ROCKLEME PROPERTOR DE L'ARCHARDE PROPERTOR PROPERTOR DE L'ARCHARDE PROPERTOR DE L'ARCHARDE PROPERTO

the state of the s News taskens by considering are particular to the control of the c

George Scothern Illinois Liniversity at Estandenie, Edwardsville, litimois 62026-159, ibs Dengtiment of Occurately and

BULLETIN BOARD: Positions available

Wayne State University

College of Nursing

Tenure Line Faculty Positions

Area III-Human Responses: Experiences in Heelih & Iliness announces e netional search for feculty to expend the research end educational missions of line College. The College of Nursing to a noutstanding college in the nation end is strong properly the leadership of the University. Weyne State University is a Cerne-gia naked research institution end dedicated to excellence in teaching, acholer-ship, research and community service.

Area III seeks applicents who ere committed to e stimulating urben environment and are concerned with the continued development of nursing research, theory building, and clinical practice. Clinical erees of interesters:

Critical Care Nursing

Adult Primary Care Nursing
Advanced Medical/Surgical Nursing
Oncology Nursing
Occupational Health Nursing

All appointments will require en eerned doctorate in Nursing or a related field end will be at the Assistent or Associate Professor rank. Research and teaching axperience are preferred. Fearlily practice opportunities exist. Selerides and benefits ere competitive. To eppty send letter, current résumé and the nemes of three professional references to:

Dewn Zagornik, Ph.D. Associats Professor and Assistant Dean, Ares III Wayne State University College of Nursing 5657 Cass Avenue Detroit, MI 48202

Wayne State University is an aqual opportunity, affirmative action employer.

Department Head, Applied Computer Science

Southern Callege of Technology

OPENING:

OPENING:

More view of a melhandite of the control tion. Now modification is in emotioners. Addition commensation in the commensation is not underfacilities and it commensation in the underfacilities and it commensation commensation in the commensation of a second commensation of the commensation of a second commensation of the second commensation of t

> A Bulletin Board notice will reach the audience you want to reach-persons in academe.



EASTERN CONNECTICUT STATE UNIVERSITY **FACULTY POSITIONS FALL 1992**

Entare Connection State University is characterised by an innovative undersprehable are and aconnec programs, dyst-and-response applicational proposition and a commitment to a speciential learning. Extern insulty a received to be understanding benches, in possess sentitivity to a diverse studiest population and to invari-state to consultance for existing techniques and exchanges produced development and produces have a recommendation of the contract and account of the co

All positions listed below listed below are being nearched for tenure-track placemants (ascept where noted) with misk and salary dependent on qualifications. Excellent funge bettellt packages available. Eastern's faculty bach in twelve hour load each sectional realism with involvement in network and creative packages available.

SCHOOL OF ARTS AND SCIENCES

MATHEMATICS AND COMPUTER SCIENCE DEPARTMENT

Visual Arts Policies and Epartiment Colt. MFM or Depte as expend. Easter's Department of Pite Arts scribble of istuity in Act, Note; and Treater. Applicates bould have significant expectators as a testing faceby resolver and series, strong interpretant and communitation with an add communitation that are described faceby and the real offers at a testing faceby resolver and series. Strong interpretant and communitation with an add communitation with a face of liter as its in School of talk and Strong Septements in highestic computer applicable into the correction to deviate the Toda is responsible for leveling a condesting and lead after that of the method of the series of the ser

Screece Adulty filescopie to the first arts and the Summistics under computer special used in the first control on Policy 6, 6, 1986.

Compute Coppied, Adults Adul

Constitution for the constitution of a partner, when the tension from the product of the partner of the constitution of the co

SCHOOL OF PROFESSIONAL STUDIES

COMMUNICATION DEPARTMENT

menta control nel pon canon sul cummantentum Chair Souch.

Public Relations Temperary approximent for Arabisat Protects. Doctorito sequenci: AliO with usaly completing rise canon.

And, Tech understande usaria, in princip relation, sequenciated commentations, out writing to middle. Doctoritos magazing protectivarials week, and service. Previous experience in college inacting public relations general. Consust Mr. John 1016, Fublic Relation Research.

Marketting Trees, increase an observation and Professar. Decinate in marketing are developed and a required, AID with Marketting Trees positions for Application Annual Professar. Decinate in marketing in required. Touch time deciny and interted formers in two or more assaulted including conjunct, international marketting research, marketing research, marketing research, presentations for the Professaring system successful excellenting, a search brooting was defined as the professaring system successful excellenting, a search brooting was designed. EDUCATION

tood line; years and a higher distribution for it person by young configure constructions; while and good writing freedom of persons and the person of the p

South
Demonstration of Microgloux Assistants/Associate Prolessos. Doctorate required in Foundations of Education on closely related
area. Tech undergraduate and gardanic courses in Foundations and saleded areas and as pervisor student seachers. Demonstrate
area (page present/marther work and service with commitment in outsech and collectation with public activation.) Provides areas and sealing in public relocation in higher education, required, expenses with developy and pasticular-publishinguid calculation
valued. Lauvishinguide bout technology replications' Carlact (D. Lopeth). Nevadly, Noundations Search Committee.

Nanch Louiselegates best skrutskop spillerfors: Contact Dr. Joseph J. Narobský, Foundation Search Committee HEALTH AND FIRECAL EDUCATION RESPOND TO MS. SHAKLENN FEIRE, DIRECTOR OF ATHLETICS Wesser's Verlag Verlag Materia required on documentation of early completion date. Online will lacked Socre stakes Wesser's Verlag Verlag Materia required on documentation of early completion date. Online will lacked Socre stakes Wesser's Verlag Verlag Materia required on documentation of early completion date. Online of the Committee of the

Screening will begin immediately sad continue until the positions are filled. Please send later of interest, currant vita, and spores, addresses, and phone numbers of at least three references to the appropriate individual listed above at the following

Eastern Connecticut State University 83 Windham Street Willimentic, Connecticut 06226

Eastern is an AAD/EEO employer and is aggressively recruilling female and minority applicants in an affort to bring greater diversity to its workforce and community.

venity of California, Sante Barbara, Cali-fornia 93106. Deadline: Idrab 15, 1972. Equal Opportunity, Affirmative Aredia Emissioyer, Proof of U.S. enitasonal por eli-nifellity for U.S. enalogoment will be re-quired prior to emptoyment (ilmentaration Reform and Control Act of 1986).

Geography, University of Nebrasta as Omana, Nebrasta 6812-0199. Full-time, International Confession of Confessional Confessional Physical Confession of Passasa 1992. Teaching responsibilities to incided Introductory Oc-opaphy sections and Quantizative Metho-ty Preference physica [considerate side to

internal in seriromental lenses and a re-gional specifity in the Notice preferred to preferred to the series of the com-community with confinement and as-troy point in a confinement and as-troy point in a confinement of the Con-trol of the Confinement of the Con-community of the Confinement of the Con-community of the Confinement of the Con-community of the Confinement of the Con-trol of the Confinement of the Confinement of the supported by the Divergence Application referred to the Confinement of the Confinement of the special confinement of the Confinement of the Confinement of the special confinement of the Confinement





Northern Illinois University

DEDT THEATRE ARTS:

Assistent Poisser—Dence. To teach advenced lavels at belief technique end pointe, plus neither dence technique. Qualifications: 1454, MA. Mé degree of aquivalent prelatablent dence appartient, and the service of the service of

appeintments, ethocites communication in English is required.

DEPT HIMMAR PARMILY RESOLUTE Experience. Plan, cliract and suDept HIMMAR PARMILY RESOLUTE Experience. Plan, cliract and supergram in Delegacies. Advise subscribes and maintain enfluciation with
cinical sites. Teach pier practicum workshapp. On-gaing, 12 menth
cinical sites. Teach pre-practicum workshapp. On-gaing.

Teach pro-practicum workshapp. Teach prepracticum teach pre-practicum workshapp.

Teach pro-practicum workshapp.

Teach pre-practicum workshapp.

Teac

Department of Human & Fently Resources, NIV, Dekaib, II, 69115.

SCHOOL DF ART Two pesitiens;
Associate Protesser, Art History-Asian Specialist, torrure-risc iperations and the second section of the section of the

icol 15-2883.

Associate Profassor, Visual Communication, laurine, location, reduction of the profassor of t

NUI IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Indiana University East

Assistant Professor

Philosophy, tenure-track assistant professes, to bygin mid-August 1992. To look three classes per semaster, three propy in Intru. or Phil., based to the classes of the control of the co

TEXAS CHRISTIAN UNIVERSITY SCHOOL OF EDUCATION VACANCIES

TCU expects to fill the following positions for the Fall 1992. ICL'e specks be inthe halforming posteous to me had 1192.

SPECIAL EDUCATION: Principal at Jaspariat School, a sunvessilv-awired intensy action of leasy stackers who have difficulty hasting in traditional continues. Responsibilities in the obligation of the principal states of the continues of

For Professe in the 5-th and difference.

FIGHER DISCHOLD AND TECHNOLOGY. Answers Derivers. Terrore tax. Decrease requires Research agents defended. It is expective taxed. Decreases required. Research agents defended. In 12 expectives transplay preferred in Universating of preferred professional service expected. Repopulabilities include leaching courses or educational technology and research exclusive as of studies. Dischology, and the service decreases to a control studies. Dischology, supporting the respective of the description of the research and the service of the controlled the service of the controlled the service of the

practitions and student textee. The Treat Circlian University is an independent Institution that empirates the Treat Circlian University is an independent Institution that empirates the extending and whole Approximately gift instantian approximately expert of the confliction of the Circlian Circlian

TCU is an EEO/AA Employer

SHIMER COLLEGE **Faculty Positions**

Shimer Cellege is looking for faculty members for positions beginning in Fall 1992 and possibly Fall 1993. Shime: College is an independent, accredited, 1993 and possibly Fall 1993. Shime: College is an independent, accredited of miles month of Chicago. The College's recognish bear downstand located of miles north of Chicago. The College's recognish bear downstand and support consists of required sequences in this neglated sequences and humanities.

Applicants will be considered in any uses of the liberal arts. All leculty are superiod to be considered in any uses of the liberal arts. All leculty are superiod to become lemnifer with, and ultimately in seach in, more than one area of the curricultum. Persons qualified to leach in natural sciences, and who have an historical and philosophical perspective, are aspecially snoown peed to apply.

in addition to teaching and the usual committee work, all isculty assume administrative responsibilities. Shimer College is committed to being 5 set governing community in which all members—faculty, shall, students—actively,

participate Silmer Callege is a small, intense community with lumbed resources (10 months state) a approximate law attention, bit-motical benefits, and after indeped but opposite their law attention, both adoptime and personal il you fringed but opposite the law attention, both adoptime and personal il you fringed but opposite the law attention by the law attention of direct laters of incommendation (one from motival) is, Batches storing, and affect law attention of the law attention of the College, Batches (Ose), Batches (Inc.) (Ose), B

Delice (Hank), or Soriel and Inheritard Schoors halls a torque constitute tract-cipation of the second of the second of the second of the Control, Department of Highlight and Soriel (Hank), Greater from the second of Highlight and Soriel (Hank), Greater from the second of the Soriel (Hank) (Hank) (Hank) (Hank) (Hank) (Hank) of the Soriel (Hank) (Hank) (Hank) (Hank) (Hank) (Hank) of the Soriel (Hank) (Han

Affinisher Action Directory.

I mind beyone Action Directory.

I model and Window Action Directory.

I model



WIDENER UNIVERSITY-CENTER FOR EDUCATION Assistant Professor of Education

The Centar for Education sseks a qualified individual to serve as a solution teacher in the field of educational leadership. The Center supports professional programs within the College of Arts and Sciences at Widener list-versity.

such This is a nine-month renure-track position at the rank of

appenensant into it a fine-month reture-track position at the such of assistant policia-the qualitied applicate will be expected to intensa, assistant policia-the qualitied applicate will be expected to intensa consistent program of educational intensation programs, and assistant primary of students in the flow to create intensations programs, to beautiful returning and the Cornel Society to create Intensation should be undergraduate and graduate endoises in professional degree and certain care programs.

In the expectation is professional development, flaucation assistant professional development, flaucation flaucation flaucati

Applications in increased applicants should submit evidence of an earned obtotosia. A cover selecter requesting consideration for the position, a cover selecter requesting consideration for the position, a cover selecter requesting consideration of the properties and special commitment of the extra requestion of the selection of selections of selection of selection of selections of selection of selec

Ulicates Applications should be Ms. Isne Johnson Offics of Graduate Education Centes for Education Widsner University Chester, PA 19013



Franklin College of Arts and Sciences Department of English

The Department of English of the Franklin College of Arts and Sciences, University of fusurate, is seeking to fill the position of the College of Arts and Sciences, University of fusurate, is seeking to fill the position of the College of the Col

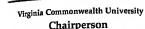
Professor Lustur D. Stophaus, Clinit Department Herid Search Committee Department of English, Park Hall 254 University of Georgia Athons, Georgia 30002 (404) 542-1261

An Equal Opportunity, Affirmetive Action Institution

AGA Simplers: Calcular Intellectures, Sup-likery American Calcular Intellectures, and littery. Specialising on spin locked, has been proposed to the control of the contro

continues until the position to fines.

History, Links American-Stockers Review, American Footbook, Assistant Transver review positions, Assistant France review positions, Assistant France Transver review for the Respossibilities to release the state of the Respossibilities to release the state of Land American history, Techniques and New Measures history, American Landsver field and Errebmann et valuables and to desirable. Twelvershame are related to the release of the Responsibilities of the Responsibilities of the Responsibilities and the Responsibilities of the Responsibilities and the



Department of Justice & Risk Administration

BULLETIN BOARD: Positions available

Department of prostner of the product of the produc

for professionary orientees are not read of contractive professionary department relies in decical, master's and beconsumers be regarded to the critical social problems. Assuming administrative responsibility for sleparit and operations. Teaching within the undergraphical and graduate programs of operations. Teaching within the undergraphical and graduate programs. Advocating objects are within and cuttless fire university. Featurity and facilitating research, professional service, and personal growth of facility members.

ground idently members.

QUALIFICATIONS: Extended doctorate (6.e., terminal degrees) in a field mater to patter administration analous risk-control. Record of successful indicationize experience with storage consumula found-risk patients. Record of successful operational experiences within the function of administration of a control of professor or Associate Professor. Storage record of statests and publication relevant to department internats. After the constanting professor, in curriculum and course development and triansful. Demonstrated commitment to professor, and community series. Storage visities and verbal communications skills. RANK AND SALARY: Commensurate with appointee's experience and

POSITION AVAILABLE: July 1, 1992. [USILION WAVELAGE; July 1, 1924. APPLICATIONS: Applicants should subunit a lister of interest, what, sed sames, addresses, and phone numbers of three references for Dr. John Moser, Search Committee Chair, Department of Junitic and Risk Administration, Vinginia Commonwealtis University, Richmund, VA 1944-1977.

CLOSING DATE: March 2, 1992, or ustill position is filled.

Virginia Commonwellik Limerasty is an equal opportunitus altirmature action employer.

Names and minorates are encounaged to apply.

LaSalle University Department of Education

nent of Education Invites applications for two feature track assist-positions in its unique integrated elementary and special vibia a-normal program there for investmental and athlescent recediminant by seeks onespeta faculty who will make emportate a naturba-

Priested candidates will have an extend his totals in elementary rifer along under gettal extraction and should be prepared to supervise and hour fail to combination of elementary, set a fail general but a district survey and the fail of the state of the district survey. A leavement from the fail of the state of the

Sabry compelline, Applications festor, esta, those control professional reference, official graduate transcripts to the Astronome B. Berliari, Department of Sacralon, Estalis University, Philadelphia, PA 1914. Department 92. AARDE. Women and inhorities are encuraraged to apply.

and the control of th

menomedicate to Michael Face, November 1, 1982, and 1982

The University of Malanton via AUAGO.

History: Two very reach assistant antivery auxiliars, to being 16, 1902, profiles
war auxiliars, to being 16, 1902, profiles
war auxiliars, to being 16, 1902, profiles
war a separate and aughtustum profiles
to a separate and aughtustum profiles
that the separate and the auxiliary augustum
tem 186 (to give press and the auxiliary augustum
tem 186 (to give press and the auxiliary augustum
tem 186 (to give press and the auxiliary
tem 186 (to give

CHAIR BIOLOGICAL SCIENCES

Applirations and meminalism are invited for Chelt. Department of Biological Sciences, Illineal State University (available by), 1929, 1521 Biological Sciences, Illineal State University (available by), 1929, 1521 on the Chelt Science Scie

research purgant.

70 austire consideration, submit: a) curriculurs vitae, b) statement of baciling, research, and administrative goals and philosophy, c) representation patients, and the same of PA. Biological Sciences Bearch numbers of bur refere most 61 pures of PA. Biological Sciences Bearch Committee, College of Art & Science Bearch University, Normal, Illinois 61761-6901.



An Equal Oppuriunity, Affirmative Action Employer

TULANE UNIVERSITY School of Public Health

and Tropical Medicine Department of Biostatistics and Epidemiology

Assistant Professor - Demography

Full firms lumins track position. Responsible for board program support in applied demo-graphic methodologies for health related jeasarch and insisting, with emphasis on interma-tional accession. Dutter tracking and collaborative neuranch in on-going international lensible, planeling protects. Requirements doctorates in demography or related field, experiences in secriting and international lensible planeling measure. Send Just, whe end three helars of reference by March I, 1992, to Janet M. Hughes, Ph.P. Dynamers of Rossistate and Endembloop, Tulana School of Public Health and Tropical Medicinity, 1501 Canal Statet, New Oslama, LA 70112 Afternative Action, Equal

with endoward in surely.

History: Journal word,

Issuer road, regular to by length America

to the property of the property o

The second of the control of the con

Similar Control (1987). We have been controlled to the control (1987). The position will deer 160 Control (1987). The position will deer 160 Control (1987). The position will deer 160 Control (1987). The control (1987) which is supprised to the understood of the Control (1987). The control (1987) was also control (1987) which is the con

EEO Institution.

History of Perhapsings and Sciences The Act of States of Control and Sciences Transfers States of Control and Sciences of Control an

are encouraged the property of the property of

NORTHERN KENTUCKY UNIVERSITY

College of Professional Studies **Tenure Track Faculty Positions**

DEPT. OF COMMUNICATIONS Assistant Professor in Radio/TV tenure-track position beginning August, 1992. Requirements include a Mester's Degree in Radio/TV related field and prefessionel wideo production experience; PhD. preferred. Nine-month faculty salary in this upper twentier; summer teaching evallable. Additional stipend for advising the TV stallon.

DEPT. OF EDUCATION

Assistant Professor, Science Education, Townerbrack position bodyrning Agusts, 1992, Regularmants, Colorente deprese (on ABO) and documentation of 3 years public school teaching expensions. Preference will be given in candidates heaving pusplin in early demonstray grades. Application deadlina: Fabrurary 1, 1992 or until position is filled.

DEPT. OF NUTRSIDE

DEPT. OF NUTSING
Terun-trade faculty position beginning August. To be consuler
terun-trade faculty position beginning August. 19 the consuler
terun-trade faculty position beginning August.
The consuler faculty faculty faculty for the consuler
to bursting or fediated field. Metalter's degree in community running: Itemtare edgible in Realtucky and Othor, clinical and teaching opposition
terun-trade faculty faculty for the consuler field.

DEPT. OF TECHNOLOGY

DEPT. OF TECHNOLOGY

Asistent of Associate Release of Disc Systems Technology. Full-sim-ness of the Committee Release of Disc Systems Technology. Full-sim-run/ladiom, effice management, and compute applications. Earned dectorets in Susiness Education-(Dutainsa Administration, or infimitation Systems with extende work in office systems technology, supporting desirable. Evidence of publication and research endowor required. Application decading is February 29, 1992. Appointment date Eugast, 1992.

is August, 1992.
Assistant Professer et Industrini Technology pending funding, Pul-time trusuretack position teaching courses in the associate and barbelor's degree programs in construction, Discorate degree in industrial technology, Construction management or clostrate degree in industrial technology, Construction management or colorest evaluated in the construction of the construct

distribute. Invidentic of solinty in remaining andersons is required.

August, 1972. Socialities in Emission, 25, 1992. Appliationent clair in August, 1972.

Assistant Professor Engineering Technology, Tenure-track posities in seach counter in materials, stock, dynamic, here transfer, manufacture, and the season counter in materials, and the season counter in materials, and the season counter in materials. Application deadling is Ferburga 79, 1992.

NORTHERN EXPUTION UNIVERSITY is a comprehensive, metapolitant institution offering Assistatic, Beschael's nind Graduate dispress, and the season of th

Foundation. Two complicates will be channel for period and individual and the complete of the

skine of spokalon, strond, and emane of spokalon, strond, service of control progressive Stems Dantenter, Lobor Ching, Woordin, Maka 2001. Parkets and the control progress or spicalistic for the control progress or spicalistic for some some an attention.

It is a spical progressive strong the control progress or spicalistic for some some an attention.

It is a spical progressive strong the control progressive spicalistic for the strong the control progressive s





BUSINESS FACULTY POSITIONS

St. Edward's University invites applications and nonlinations for the fullowing faculty positions available beginning in the Edd Semester 1892:

Assistant/Associale Professor to leach in graduate and undergraduate Institutes programs, advise students and actively particular Institutes programs, advise students and actively particular in planning, coordinating, and enfluencing Plannace as a unique rarea of study. Doctomic in Finance peckered. Tumor has Sadays (SaOd-S-S)(00) for nine months despectaling upon qualifies gious. & Marierophysical programs and particular programs and programs and programs and programs.

MANAGEMENT (2 POSITIONS)

Assistant/Assisteite Professor to local: In graduate uni mine-grachiate business programs, advise simients uni estively partic-tavia in planning, coordinating, and enhancing Management as two to planning, coordinating, and enhancing Management as the programs of the programs of the programs of the pro-centration in Herbarkand Management, Quantitative, Mellottei, and Management Information, Systems preferred. Former tack, Salary, 822,000-9410,000 for ribe months per depending upon quali-ficialistic, Kair compensation in summar contrast.

REVIEW OF APPLICATIONS WILL HEGIN IMMEDIATELY AND CONTINUE UNTIL POSITIONS ARE FILLED.

St. Echward's University is an Independent Cathidie University with a commitment to a diversified community. The current continuent is 3,010. The carrent continuent is 3,010. The carrent continuent is 3,010. The carrent continuent is 4,010. The carrent is selected wars foundationally Amint, the capital city of Texas. The school was foundated by the Congacquinton of thely Cross and cleatured in 1885.

Please send letter of application, vitae, and three letters of reference regarding professional performance to:

School of Businoss Someh Commilieo Campus Mell Box 1020 Si. Edward's University 3001 South Congress Ave. Austin, Texas 78704

St. Edward's University embraces excellence through diversity and especially encourages applications from members of under-represented groups.



Chair Occupational Therapy Department

Assistant/Associate Professor and Chair of new OT department. De-tonate preferred leasure, slightlilly for Otio Licensing, issorbing, including preferred leasure, slightlilly for Otio Licensing, issorbing, desceiping and will implement a new baselator's test proportion in Otio-pational Transpy which is advantated to begin Replantment 1900. Duties only. Advantage on the measure of the Chair of activative professoral desceiping and the Chair of the Chair of the professoral desceiping and the Chair of the Chair of the professoral desceiping and the Chair of the Chair of the professoral desceiping and the Chair of the Chair of the professoral desceiping and the Chair of the Chair of the professoral desceiping and the Chair of the professoral desceiping and the Chair of the Chair of the Chair of the professoral desceiping and the Chair of the Chair of the Chair of the professoral desceiping and the Chair of the professoral desceiping and the Chair of the C

Sand latter of application, résumé ond three latters of reference to:

Chaix, OT Seasoh Commilies 119 Alter Heil Xavias University Cincinnati, Ohio 45207



bibling shifty to crocking scholarly scription of the control of t

Hydrology/Environmental Science: Paral-ly-in-Residence/Austram; Professor, one-year reproducent begingto Ausura, 1997, possibility of renewel. Teach upper level courses on e two-year rotating basis within the Carology, Ceolersphy and Environmen-ad Studies progressos, including hydrology, coli or water consurvation, resource pro-sentment, and other related comman of Spe-menton, and other related comman of spe-

Texas A&M University DEPARTMENT HEAD

Department of Health & Kinesiology

College of Education

The College of Educations at Teast ARM University strikes applications for Head of Im Department of Hashba and Kinesiology. The Department of Teelsh and Kinesiology has of all items fastly with 128 gendrats and 888 actives the College of the Coll

ship.

The pullion requires an estand demonste. The surversifel tradeduce will have students experient in admiraturing and delivering one or non-protee surversife to the survey of th

Date of employment is agentish, but anticipated to be August 1, 1092. Complete applications will create of a long representations in the posi-ciary of the confidence of the confidence of a long representation of the confidence of the confidence

Jon Denion Chair, Search Committee Texas A&M University College Sistion, TX 77843-4222 409-845-5311

Texas AGM University is an Equal Opportunity, Affirmative Action Employee



Oregon State University **DEPARTMENT OF EXERCISE** AND SPORT SCIENCE

réy resisser u protecte n'unif Social Secu-ionneatheau l'experiment lairy. Revident la protecte, "The Represent lairy Revident la protecte." The Represent lairy Revident la Revision la



ASSOCIATE OR FULL PROFESSOR Race and Ethnic Relations

The Callege of Ushna, Labor, and Metropellia. Albar, ECLAM potational production of the Callege of Ushna, Labor, and Metropellia. Albar, labor, and the state of the state of

The position will be failed in the tenened associate or hall professor level an appropriate disc infilmany department or within CUAAA. Salary is equisite appropriate disc infilmany department or within CUAAA. Salary is equisite qualifications. The position is avoidable for an interest with experience and qualifications. The position is avoidable for all of the position of a mail filled. Applications from women and colonity cardidates are sequi-encousaged.

Applicants should send a letter of interest, curriculum vitae, and the name, addresses, and phone numbers of four references to:

Associate Provost Marie Drapec Pyles, Chele Raco/Elinic Relation Search Committee College of Urban, Labor, and Meetingolitan Affais 3198 Faculty/Administration Building Wayne State University Orirol, Michigan 48202



NORTHERN MONTANA COLLEGE **Faculty Positions**

Section of the Control of the Contro

CITY COLLEGE OF NEW YORK Convent Avenue & 138th Street New York, NY 18031

An A A / FO Employer M /

ireds, Studies: The Divisity School seeks a athlity whose ryte arch and teaching attend to leastle thought and help presidento within the larger country and help presidents within the larger country and the president of refision. Perfection will be a set of the help of the pre-paration of the president of the presidents who specialise in the majority is not modern per-ion.

VISITING EMINENT SCHOLAR BIOLOGY/SCIENCE EDUCATION **Jacksonville State University**

jectsonvilla Stete University invites unminutions and applications for a visiting epointment for 1991-1992 as an Enthuent Schular in the Department of Biology. The appointee ideally will bring but the Department in demonstrated interest and still in the properties of the proposal Network of th

Terms of the eppointment, including length f12 mouths or less), selery (very com-petitive, depending on quellifications, experience end research record) end other support (travel, etc.), are negotieble.

support (traver, etc.), significations.

Jacksonville State University is a primerily undergreduate compus, encolling 8,000 atadents. Located in Northeest Alebeina, it is convenient to both Birminghom end

Nominations/epplications accepted until position filled; initial review will begin February 17th. Send letter of epplication, resumé, and the phone numbers/ed drosses of three references to: Personnel Services, Incksonville Stete University, Jecksonville, Alabarra 35255.

AN EO/AA EMPLOYER

THE CITY COLLEGE OF NEW YORK, CUNY

The School of Education of the City College of the City University of New York Invites applications for three feature track positions antiqued for the Fold of 1992 in the department of Elomentory and Compellisms (Education, Control of the Control of Compellisms Compellisms) Education, Control of Compellisms (Education, Control of Compellisms) and Compellisms (Education, Control of Compellisms) (Education, Control of Cont

are commensusate with quantizations.

Elementary and Early Childhood Education
res demonstrated experience at both the codings and elementary
in teaching developmental mathematics from a constructivist
settle. Social and Psychological Foundations of Education

isquires a strong background in histockal and/or philosophical oundations of education as well as experise in one or note of the observing urban education, inmikrational issues, social studies officed and other properties of the properties of the properties of the selbed, school referen and lonovative practices, qualitative research and critical pedacose.

Requires teaching in programs for inner city teachers which stress the link between educational theory and practice Technology and Occupational Education
Regains expertise in mandated middle school corrections
Regains expertise in mandated middle school corrections
regains expertise in including graphics, votes and deskum
polishing, and electronic communications including Analy, and
logist Expertence required in professional technology colorable
holoding methodology and supervisien.

THE SCHOOL OF EDUCATION

University of California, Irvine

Positions in Mathematics Education, Science Education and Educational Administration

The University of California, Irvine seeks applicants for Assistent of Professor positions in Mathematics Education and Science Education, and an Associate Professor position in Educational Administration, for the 1992/93 academic roussox position in Euclational Aprils ratios, for me 1992/93 academic year. Preference will be given to candidates whose work has addressed the needs of diverse school populations. Requirements: Earned doctorate in needs of diverse school populations. Requirements: Earned scholarly publications, and successful teaching experience. Responsibilities successful teaching experience. Responsibilities successful teaching experience. Responsibilities successful teaching experience. engaged in scholarly research, and contribute to programs which prepare leaders within K-12 education. UCI is en Affirmative Action Employer and welcomes applications from minorities and women in these or other educational fields, including those who have expertise in educational technology. Applications should include a resume, three letters of recommendation, and copies of recent publications. Applications received by March 1, 1992 will be most timely, elthough later applications will be accepted. Application materials should be sent to: Alan Hoffer, Director of Education, University of California, Irvine, Irvine, CA 92717



UNIVERSITY OF SOUTHERN CALIFORNIA

Henry R. Luce Professorship in Multiethnic and Transnational Studies

COLUMNIC DE CONTROL DE

and Transmattonal Studies
The University brites applications and nominations for the newly-created licray k. Luce Prolescorchip in Multichnies and Transmatomol Studies, to high Superiors 1, 1997. The University seeks a delinquished sector campus, while rinitiative in extensive has not a delineably mad devently in face mentacts of both American acception and the oursepast select community, and acception to the contrast selection of the acception of the community in administrative in the campus and the community in administrative conditions and the contrast and the contrast selection of the contrast selection o

present's degree delecturate professed in the whiteless professed in the second of the professed in this confessed in the professed in the

where, numbered of direct members are designed to the control of t

Western Illinois University Chairperson, Department of Media and

Educational Technology Politiers Department Chaippears, Aveila and Educational Technology Primary reportabilities are to administent the department of 9 leneity and 9 self-administer program in photographyrolical, administer causes an educational companing, Maray science; devolege the neather's degree in educational companing, Maray science; devolege the neather's degree in educational companing, Maray science; devolege the neather's degree in educational Programs (Calegoro al-Science) neather to reduce the College of Education.

Rank & Salary: Rank appropriate to experience, Salary competitive. Twelve-month contract.

month contract.

Qualifications: Required: Minimum carned master's slepter plus thirty-moster focus is a sied related to the insistent of the department, two in more related area, therefore in instance of the state of the stat

or reconnector to exacting.

The University is Community Western Illinois University is a regional state university with 1,300 students and it listable in a community of 20,000. State of the community possesses all the advantages of a mid-scard university it is incated within easy infring distinct on there methopolitan areas.

Deadlins: Screening hogins after february 18, 1992 and will continue until position is filled. Starting date July 1, 1992.

Send a letter of application, there letters of reference, vita, academic tran-scripts and other documentation of accomplishments to:

Media & Educational Technology Search Committee
Western Illinois University
Macomb, Illinois 61455
13091 290-1961

Western Illinois University is an Affirmative Action, Equal Opportunity Employer strongly committed in disserts.

Liberry, Library Director, Exciding oper-tually for an experienced, searneste, insui-native Bernian to speni due year in Bu-saria. Finn and organize library acryices for the newly created American University in Bulgsta (A186), which hay been estab-lished with the assistance of the University

Alternation. Liver, Hill Library, of the Chairman Commission of the Chairman Chairma in a cross-contigued environced. On year appolaiment. Safety: \$35,000. Renefits in-clude 'IIAAC'REF, life and health investment. Seed cover letter; sticent; names, addresses can deplythone numbers of 375 transces to: Albeit Obstary Director Selection Consmittee, University of Maline, Raymond II. Foolier Library, Ocono, Maine 94409. Faz 807-511-833. AAC'REF.



COLLEGE

OF

SYRACUSE

UNIVERSITY



NATIONAL CENTER FOR COMMUNICATION STUDIES

Faculty Positions

Radio/Television Program

POSITION 1: Assistant or Associate Professor to leach primarily campam-ilve, intercultural, and international jointmentestion, and processes and effects, plas suriases in one or more of the folkinging communication the-ory, skeyt-priment communitation, research methods, management and communic, classifying bechnoting.

ectomuse, classing lechnologies POSITIONS 2-11 Pro Assistant l'Arfestors, cite to tech prinarily audio deslagi; une le teach prinastily video deslagi pius cannes in true or minero di the following, Intangentari and ecconnics, programming, aesthenics and critchini, privose and effects, changing lectinologies, scriptoriting. One position will belied supervision in the Program's carrie-current caller sur-

THE UNIVERSITY The George Wightington University, standard in ISCI, valued of a ISCI with color of the part of the read of the part of the

with the Gordanic Schol of Fulbach Management,
IERMS Academic your, Inventor-case approximation beginning in September 1972. Summer employment usually swillable. For all positions,
proceedings of the second second second second second second second constant and publishen in adultion to address or deficient contributions are commentative with academic and professional syngetience.
ACPLICATIONS hypothenisms will be envised supprinting Tehrany 16, ACPLICATIONS hypothenisms will be envised supprinting Tehrany 16, and according to the second second second second second or curroutum whatey (either of reference, find overlatmy of scholarly recom-platement and such configurations). Second second particular second second second second second second patterns of the second second second second second patterns of the second second second second second second patterns of the second second

The Geurge Washington University is on Figual Opportunity, Affirmative Action Employer.

EDUCATIONAL LEADERSHIP Fall 1992

Fail Professor of Educational Leadership The underlain mass he date in decreasional and control of the control

Henry Biological Schreuse Reibertuse Libergish. Works said hearing and training a

Bill and Vieve Gore School of Business



WESTMINSTER COLLEGE OF SALT LAKE CITY

destrable
Meanager creats Tenahing responsibilities may trebula undergraduum and graduium courses
in management principies, human resource management, busing ned development, busineres solvice, remangement, busineres solvice, remangement, strabel, compare explorators, and destino treas solvice, remain busineres managements, strategy, compare explorations, and destino studies Ph. D. in management research graduit principal destination and strategy and strategy of the destination of the consideration.

OHIO UNIVERSITY

Interior Design and Textiles & Clothing

TWO 9-MONTH TENURE TRACK FACULTY POSITIONS FOR FALL 1992, Instructor or Assistant Professor.

1924. Immunique or reassing reviewor.

Intender Drugte, Teach undergradusa lecture/studio courses including residential and offico clesgo, business pocedures and intente finish maierias and participate in protessional organisations. Master's resulted, PAD. preterned, Teacht undergradussisphidate courses in Institute and Citothing. Teach undergradussisphidate courses in Institute and mildi metarholding and incelle sciences and participate in projessional organisations. Disect these, PAD, preterned or significant programs toward occurries.

All posidons require involvement in research or creative activity, advaing and university service. Rank and misry commensurate with qualifications. Send letter of application, vite, three letters of recommendation and transcript to:

Dr. Judy Matthews, Director School of Home Economics Ohio University Athens, Ohio 45701-2979

Deadline March I, 1992 or until position filled. AA/EOE. TOTAKUDEN KATIKE KATAKENDA KATAKENDA EL KEKENDEN BERKANDA PATAKENDA DARI KATAKANDA DARI KEKANDA DARI KEKANDA D

Distinguished Visiting Professor

Washington and Jefferson College Westington and Jufferson College seeks of Distriguethed Visiting Pro-ference of the Professional Professiona

seprotrietà a circiterio desighira. Ballery to be commensureta vivit qualificazione. Siend application, noni-nation, or request for information to Gene Karren M. Bush. Search Coordinator. Weshington and Jeffreson College, Washington, PA, 15301. Applicatione should describe researce for applying and include relevant, names of three preferences, and documentation of tessing-accelerate at the undergreductal level. Closing data is Jenuery 31, 1952. AARCEO.

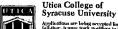
the strate of the control of the con

Command to apply.

The property of the propert

lease. The Asina Studies Libraring reports to the Assistant Director for Collection Development and in responsible for the administration at the Asina Studies Department of Hospield Library. The department constitution of the College of the Librarian and provider TTE limitable by the Librarian and provider the College of the College o necessary. A LA-accredited MLS ml ercond subject Majatr's. Salar ears \$1,000 to Sign. One people more expensive the salar ears and salar ears

Service Maria Maria Colle Fills Maria College College



Applications are being accepted for the following fall-time, termin track positions in begin Fall Semister 1902:

nucler 1902:
Speech Communication: Generalist to teach base courses in Speech Communication, but with crossift courses in Speech Communication, but with crossift courses in BaddorTy to teach course in that area and to avereve compus noise status and new Ty chils. Declarate or ABD. and new IV clint. Declarate or ABD.

Spendish Latin-Americanist in teach regular financial second-year courses, a course for natice speakers, and language courses for specialized flesher, e.g., benefit sedemers, international business, and criminal justice. Doctorate or ABD.

Mathemativa. Tra tereda carriera de la materiandade level. Desso-strated patential for excellence in tractisiza qual expectadion diseasch in speedinly. Dozonte in main er main education respirate, Construct fina Monagement il Sypertite in universid-mechadis, speedie tout, estimating joinnings/eschedinlag, and vospirate application. Degree fa Const. Mgt., urchitecture, or cell engineering, pibs wok experience respirate. Attacated degree desirable. Applications pre-ulan below recented for:

Applications are also being screeped far:
Director of the Library Reparabilities behalv administrative control integer personation and rearbit; planning, line work depending on experience, oblightwiners Alis. Surperlet, duffilluaring administrative property, administrative production of experience, oblightwist and administrative production of the produ

Thunter G. Bruwn, Ph. D.
Vive President and Dean of the College
Utten College of Synacuse University
1600 Unristone Ruad
Utten, New York 13502-4802

Sourches will remain upon until the positions are filled; early applica-tions, however, are best assured of receiving full consideration.

Utien College is un Affirmelive Action, Equal Opportunity Employer and specifically eucourages women and minorities to apply.

UNIVERSITY OF GEORGIA Tenure Track Position

In Educational Leadership

The Counterwist of the Counterwist of Counterwist o

Employment un ceparumental programs.

Employment ulb begin September, 1992. Applications received by Péthudy 28, 1992 fee assured of consideration. Cardidates should send a letter of application and a vita and have three letters of recommendation for parament credentials and a transcript of rich highest graduate degree work set of the contract of t

The University of Georgia is an Equal Opportunity, Affirmative Action Employer and applications from qualified minurity and female candidates are encouraged.



BULLETIN BOARD: Positions available

Southern College of Technology

Sudien Tech in nostic collogs of the historical by state of Gospia. It is found to be set in the nostic collogs of the historical by state of Gospia. It is found to be set in tilles matchered of downdrown Alistic, in Gold Committee of the Association Constitution of the State o

and Mesagement. In 1997, it was always a coult gree by U.S. Ace and Christ Report.

The School of Management currently affers the Moster of Stricus degree.

The School of Management currently affers the Moster of Stricus degree in the Intelligence of the Intelligenc

Application materials must be received an or below February 15, 1992.
Southern Tech is an equal apportunity employer.

GETTYSBURG

Religion

A hill-line, one-year subboticol repiccoment [1992-1993] to the Department of Rolligion for a specialist in the silptone of East Alac Go., Buddham. Consistentism. Tossas, Shintol, Prisforance will be given to cardideles with an instructionary perspective view will be able to which the silptone of East-Prisforance will be given to cardideles with an instructionary perspective view will be able to discuss the silptone of the sil

cerus of Birmh at Chicago, in section creative and birmh in Chicago, and the Chicago in the Chic revious suservieur experience, Landhar-iw de saisent plasmas notes in the saisent plasmas notes produced to the plasmas of the produced positions and the saisent positions, trained another the saisent positions, trained another the saisent produced, resistant and the produced plasmas and the saisent plasmas plasmass. Brown turnersay, the saisent plasmass are produced to the plasmass and the plasmass and plasmass and the plasmass. The produced plasmass are produced to the plasmass and plasmass and

源

LEHIGH UNIVERSITY

COORDINATOR

OF SAFETY AND SPECIAL

HOUSING

SERVICES

Lenigh University seeke quali-lied applicants for the position of Coordinator of Salaty and Special Housing Services with in the Office of Residontial Services. Responsibility for

Services. Responsations in directly and coordinating his directly and coordinating his Residential Services Security Program along with coordinating all time and tile servicy programs. Also seponsible is directly summar conference and guest housing program and coor-cinating student wagatopsyrol program. Lision with Cempus Polica and Student Lis Office related to residential success?

releted to reeldential s train and supervise stall Requires a Sechelor's degree with at least one to three years releted experience, secellent organizational and interpersonal skills.

salia.
Lehigh University provides en accallent benefits package including health. Ble, and disability hausence, lation remission benefits provided by the salid provided by the salid package of the salid provided by the s

UNIVERSITY OF SOUTHERN CALIFORNIA School of

liec **Public Administration**

The University of Southern Californie (USC) School of Public Administration lenders applications for a course tack position at the Associate Professor or intelliged Associate Professor gold for infordived has the southern Professor lend for infordived in health services administration for the 1992/98 sendemic year in Los Angeles. usoust for un 17.75.75 accounts per in Los Angeles.
Confidicates should how an essend doctome with substantial academic propagation in health policy analyse management. Includuals from all fooliactival to health services administration are encouraged to pepty. Confidents should have selfa onelytical hidis, atrong roteatch and secting potential or approtoco, and the polemial to or record of lander teasers.

situated have sellal consignated relation provided year of searching potential and acceptant of handed research consequence, and the potential flow or record of handed research. BUSC healthy sengels in health service of handed research. Bus consequence of the provided research of the provided re

benefit in the content of the conten

JAMES MADISON UNIVERSITY

The College of Education and Psychology invites applications for termire eligible positious for the 1992-09 sandernic year, James Facilison University is a sales supported comprehensive university providing career preparation with a stung liberal and to include into an encodiment of 11,000 students. The College offers a writery of graduate (Ld. S. and Psaders) and undergraduate teaching and non-teaching programs. Bell qualified application with an examed doctorate preferred and appropriate, experience are

ENGUINGEL to apply.

DEPARTMENT HEAD, EARLY AND MIDDLE EDUCATION (Attained on meets requirements for Full Professor). Higher describing and sem initiaristive experience public school experience on a scaleding and seminative control to the endurance of the endur

rurd actionis with special alteration to polemial wowsen and infinitely leaders.

RIGHISTRULE DISCUSTOR AND TECHNOLOGY Measuremain/Associates Fredessori. Doctorele in Technological Control C

students, görke middle education autdernite, med supervice student lexerines.

PSYCHOLOGY DEPARTHERYT (These poolitions, Assistants Protessort, For these positions) are seen excluding individuals committed to excellence in undergraduate learning and involving undergraduate and individuals committed to excellence for undergraduate learning to the splent of considerate with official, developmental or other applied psychology intaining, Commesting Psychology position in hind position in In-CKEX* approved to the protection of the psychology control in hind position in the CKEX* approved to the psychology control in the psychology control

supervise practicans and attenti seaching.

Applications Process Applicates has bounded submit is letter of application indicating the position for which they are applying and inter's qualifications for the positions a correct curriculum where individual copies of the positions are specified as a position of the positions are supervised to the positions are final positions are final

Search Committee
Office of the Denn
College of Education and Psychology
James Madison University
Harrisonburg, Voginia 22807

HARVARD DIVINITY SCHOOL 1992-94 LUCE FELLOWSHIP

The Lase Hillowship supports individuals whose scholarship models canning the chical and religions questions a modelying country public trans. Preference to candidates woulding on pipe returns to candidates within the property country produced by the country of the product of

INTERESTRUCTURE CONTROL OF THE STREET CONTROL FRANCE CONTROL OF THE STREET CONTROL OF TH

critated course.

Open on adoltant in solicy fields, flatiplance in the homometric todar's neighbors, or the social and material sciences who have activate interest neighbors, or the social and material sciences who have activate interes in eligibous quartiests. Silproif. \$3.300 per year, Deckling for applications: February 1, 1992, information: Office of the Death. Haven'l 1996ing 1992; and 1996ing 1992; and 1996ing 1997; and 1996ing 1997; and 1996ing 1997; and 1996ing 1997; and 1

NERGENOUTE, UNITED DE LE COMMENT UNE DE RECONSTRUCTION DE LE COMMENT DE L'ARREST DE L'ARRE

Upp., emajor à and cilinal pobolite; pre-cultur au de groupeur l'étancier y Alei-na de la composite de l'activité y Alei-la descrite Libert y S. de s'iren-tancier especiare à la seine descrite de la constitución de la composite de constitución de la composite de la lacordesia of paramete consester afin es la consessa de la composite de la lacordesia of paramete consester afin es lacordesia of paramete consester afin es lacordesia of paramete consester afin es lacordesia of paramete de la consessa de la consessa de la composite de la consessa de la con

EUAA Panployer.

Ubrary: Venderbilt University Medical
Caster Library: gooks a Bibliographic Cotrol Libraria who will sussage all secrets
of the library: subbliographic records. Dutess include original and cover cataloguasubtority control, substitution of the
property of the control of the control of the
substitution of the
substitut

imining to related are s. Requires an A.I.A. accredited M.L.S. or acceptable squireless and at least two years of relevant experience of the configuration by M.I.A. at now the configuration by M.I.A. at the configuration by M.I.A. at the configuration of Health Information Professionals, experience with mitogracied gardenic and the configuration of the configurati ters word, the placement of the Academic or specific and the Academic or superiors with instructed academic or superiors with instructed academic or subject of control of the Academic or subject of the Academic of the Aca

chow. Women and entocoline are portionally when any other properties of the state provided for two projections and provided for two projections and projections and projections and projections and projections and projections are projections and projections and projections are projections and projections and projections are projections and projections are projections and projections and projections are projections and projections and projections are projections and projections are projections and projections and projections are projections are projections are projections are projections and projections are projections are projections and projections are pr

CHAIRPERSON

Department of Curriculum, Instruction & Leadership

Contingent upon landing, the Department of Curriculum, Institution and Contingent upon landings to the position of Department Chas, a 12-trouch appointment. That disease or the position of Department Chas, a 12-trouch appointment. The disease of the continues of the department of the continues of the continues

cos cogyes. Delated as comprehensive rigions instead university located 30 miles north Delated as a comprehensive rigions in the delated residence of the control of the co

An acceptic laculty seaks a department chair who values collaborative relationships with schools, is interested in consensum building among the local local properties of the control of the control of the control of the control of the local properties. They are fooling for someone who is entirelated, in able to manage accepted complex department, and has the ability to manalinal a postute departmental accepted complex department, and the sum of the control of the

AGUE.

Applicants are invited to submit a letter of interest that addresses the above christicities and the following requirements on amond doctorate in curricular control of the control

Applications received by February 15, 1992 will be given first priority; other positions will be accepted until the position in filled.

. Anni persing turker dengang persenalasia designik dikang darah darah salah salah salah salah salah salah salah ACCOUNTING **Tabor School of Business**

Millikin University

Excellence in undergodorine teaching is of primary importance in this tenur-truck position in auditing and who counting. The salary is competible, with sank based on qualification. The accounting The salary is competible, with sank based on qualification. The accounting is callists, and a much appropriate integrated curriculum, excellent corputing is callists, and a much appropriate and growth is given generous support of Million, with management development, consulting, research, remunate searching and genes have salable.

consulting, research, summer leaching and genite available.

A meal, comprehensive university, Milliah has a traition of quality aducation and of close locality-student relations. It has a stuble certolinest, colletending stated of close locality-student relations. It has a stuble certolinest, colletending stated to the state of the certolinest, colletending stated to the colletending state of the certolinest stated plan.

Applications will be accapted until position to filled and microid include salary and resix regularizations.

Dean R. A. Mannweller Tebor School of Business 1184 West Main Street Decatur, IL 62522

Millikin University is an Affirmative Action, Equal Opportunity Employer

Library: Vandarbik University Medical Copier Library seehnus Assistant Director to be part of fin administrative team, with specific ratpossibilities for overall college development and sunsappent for use-fin development and sunsappent for use-fin development and sunsappent for see-

is in part of the signature teams with the control of the control

MICHIGAN STATE UNIVERSITY **COLLEGE OF EDUCATION**

Paculty Position in Special Education: Mildly Handleapped

Assistant or Associate Professor Phallion in the College of Education at Michigan State Lithershy for a candidate of exceptional promise with opper-position entire that of elementary consistent and a consistent professor and be in the Department of Counseling, Educational Physicistopy and Special Securious, with a grounder efficiency with the Department of Education (Securious Consistent efficiency with the Department of Education appoinment with both in Part 1992. Salary will depend upon the applicant's experience and qualifications.

experience and quantitations. He possibilities undust (1) applying the principles of cognitive, insurational and social psychology to the problems of allotly handicapped youngeters or collections; [2] Earlies part adulting prodpreductive and practicate students and problems of the pro

capec air oil divine Remes

Oral relation (I all care di accordant principal di care d

you can complement assessment projective in exactions at suppose the mercated candidates should seed by March 15, 1992, a letter of application, a feature, copies of winterle work or publication, and three letters of reference Colleges of Entration, Michigan State University, East Larlang, M.4 6824-1034, if a suitable candidate pool is not identified by the deadline deter, late applications will be accepted.

Michigan State University is an Alfornative Action, Equal Opportunity Employer.



FACULTY POSITION

Calawin College, a private church risted, librari arts Institution in the pledmont of North Carolina, seeks applications for a tow-re-irack, position of a Assistant Privasor level for Fidl 1952. A Ph.D. in Inorganic or physical chemistry is required. Excellence in and coltusiation for undergraducte fertheling in of primary in-portance. Dutles may include courses for majors, agneral educations that are always and the private form of the private Applications of the Private Carolina Control of the Private Carolina Control of the Private Carolina Car

Section 1, 1987 Agreement of Section Advanced Learners Lawrence of Section Advanced Learners A STATE IN THE CONTROL OF THE POST OF THE

men dar man mile men men den der Strick (1992) and 1992 a

Done, touch interrupce; bearing, so gate or to the control of the control of the control of the control of the order dones can be an extracted or the control of the control of the order dones can be a control of the control of the

seeds, Serich Daton, 1920. East of Homester, Series of Linear Series of The Department of Linear Series of The Ser



Chair, Department of Mathematical Sciences

The College of Arts and Sciences at Appealerhan State University furties application for the position of Chair of the Department of Mathematical Sciences. The profits of the Arts and the experiment of the Arts and the Sciences of the Profits of the Arts and Arts a

a storing unterpretation statis

parachical first technically, a member of the University of North Carolina Sprint
comprehensive university asstated in the breat of the Blue Ridge Munistration Will
comprehensive university asstated in the breat of the Blue Ridge Munistration Ridge
and the Carolina and over 27 ligandual prospans. He primary mission of the university of the Carolina and over 27 ligandual prospans. He primary mission of the university of the Carolina Ridge Ridge

Undergraduate degree programs in the Department of his themselved Sciences behad pure and applied mathematics, scatternstirs education, computer actions and real-tics. Master's degrees are officient in pure and applied mathematics and in unitara-ies education. A master's degree in computer science is in the development sign. as entations. A moster's skyter in computer isknese is in the development sign. Application for the possibles should linke a letter of applications a convertisent in country, addresses, and telephone numbers of three or nave references. Guide for possible signal may be received as a less than 500 ps. on a fixthy, February R by the strength of the

Appalachiun State University is an equal opportunity employe

1992-1993 FACULTY POSITIONS

Sulfolk University School of Management

Applications are invited for faculty positions for the following areas of teaching and research:

Accounting Taxation Legal Environment of Business Computer Information Systems Finance/Economics Management/International

Management/International
Marketelling
The School of Management, interdual programs by
Button's Insuras, Stancell, and precisioned configuous to
Button's Insuras, Stancell, and precisioned context, control 2300
students in programs leading to the ISBA, MBA, MSF and MRA
degrees. The Advanced Pulseshood Certificate in Equitors, the
Certificate of Advanced Stanfy in Public Administration and the
Securitive MBA and MPB, [D-MIA, and [ID-MIA] as do effect,
The School's acatemic programs are acreedited by AMCSB and
MASPAA.

8 Ashburton Place Beacon Hill Boston, Massachusens 02108-2770 Suffolk University is an Equal Opportunity Employer.



tial meaning, discourse in the workplace. Ph.D. rectured by July 1, 1992. Send fetter, vila, samples of written research, and season-indexes of written research for the send of the send

send College. Me Demonstrate Me Antidia.

Security of the College of State of State

All Manuschin Administration of the control of the

STMARYSUNIVERSITY

BULLETIN BOARD: Positions available



San Autonio, Texas School of Business and Administration **Faculty Positions**

DYDEMATION SYSTEMS
The Department is appeared to such to fill a two-may in MIS of
The Department is appear. Prospective candidates shaush exhibit a continuation to a bloom of high qualify the other input and reaches and value
close faculty-student interaction. Levels of reconsistely, con-prison,
close faculty-student interaction. Levels of reconsistely, con-prison,
condition's security-student result. The department principle used on the insense of menogeneous leaformstion appriarms, that become, systems melopies
and department only included management of conprisons an engineering the continuation of the conprisons. As some of PL.D. or D.B.A. in MIS or Computer Science is requiest. Consister The Windelf Anderson. Chisis.

and An estate PT U. On LLA. It was Compared to the production of a production of the compared to the compared

fixed with the School of Law. Salaries are competitive inponding rm renk and experience and the position is available stating fall, (1992 term, Initial application, which consists of a letter, a current resums, and an example of current re-search, should be made by February 281, 1982.

School of Business and Administration Albert II, Albai, Indiding St. Mary's University Son Antonia, Texas 78:228-8007

OLD DOMINION

UNIVERSITY

Announces the formation of its

PRESIDENT'S GRADUATE FELLOWSHIP PROGRAM

PRESIDENTS GRADUATE FELLOWSHIP PROGRAM
With that his townist feet countries of cheesing with communitary
members with hold the terminal singues in uniterropresented accelerate
seas at Old Demoined university, the uniterropresented accelerate
dests foundates relectionship Program for the academic year 1992-98
destribly Tarman During a papilot not to exceed the years while feature
apport fellows that can be program to the academic year with effects
apport fellows that can support with program within prosting the remilar degree. Placeman support with program within prosting the remilar degree. The program is the program of the program of the program
degree, and the program of the program of the program of the program
degree. All with converge, towed and treaverth activation.
Explishly Applicates must be emploid in or a cerembal degree. All
offers to the program of the program o

Old Dominion University is an affirmative action, equal opportunity institution.



SYRACUSE THE ALEX G. NASON PRIZE 2-YEAR COMPUTATIONAL SCIENCE POSTDOCTORAL FELLOWSHIP AL SYRACUSE UNIVERSITY

Department Head & Professor

Department of Civil and Architectural Engineering

DREXEL UNIVERSITY

The College of Engineering at Drexel University Invites applications and necessatures for the goalitor of Head, Department of Civil and Architectural College of the Colleg

grams. Reapunsibilities include educational leadership of the undergraduate and studiate proupsams; leatership in the development of department apon-sovel research and an expanded listed and resource bases representation of her lepsiment on campus, to industry and government agencies, develop-tion of the lepsiment of the properties of the properties of the con-traction of the properties of the propert

até leveits. Il is un'entre finit candétates possess de following qualifications, a record of teaching at the collège leveit, echadary achievement and landed restanch experience. Bot suited ment appointement as a full possessor with treature, an experience de la contraction of the contraction of t

professional licoses.

The Department is one of live in the College of Engineering and concises of The Department is one of live in the College of Engineering and concises of Students. A spathy agroving Architectural Engineering undergondulate program has been established and accruited with plans to life graduate demanders of the College of the College of the College of Col

the last five year.

Screeming of applications will begin formediately and will continue unit the position's titled. Applicants should send a return, names and abhesion of three profession reference, and other sponding formation to Or. Marry G. Harris, Chair

Department of Colf and Architectural Engineering

Devel University is an equal opportunity, allimative action employer. Witness and minorities are encouraged on page.

at SYRACUSE UNIVERSITY 2- step patches and billus days recovered to the Aller and Alle

Industrial course for maders and accommendation of the course of Pri.D. of Pid. 4 with a term and ministry in the course of Pri.D. of Pid. 4 with a term and ministry in the course of Pri.D. of Pid. 4 with a term and ministry in the course of Pri.D. of Pid. 4 with a term and the course of Pri.D. of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Pid. 4 with a term and the course of Course of Pid. 4 with a

Andreagement. Architected searches. See J. March 1981. See J. March 19 State of the Action Product of the Action Pr

har ACAS.

Matchini Schwerzigsbereing The Despurent of Despute of Efficient Schwerzigsbereing The Despurent Schwerzigsbereing Schwerzigsberein Schwerzigsbereing Schwerzigsber Mathematics Tomes-tests notifies to be as he had 1992. Ph. D., receilers testing a consistent mastering commitment to account to making material commitment to account to making material to making material bandware facilities the lade in UNIX-based comporter from SanDS. San workstations. Nowledt Packard (IBM compatible) and Appte Machitan microcomputer lade, Salay and

UNIVERSITY OF KANSAS

DESIGN DEPARTMENT

communications/graphic design

Associate Professor. Tenure track, full time. Salary \$42,000 minimum. Start Augun 17, 1992 requires NFA or appropriate professional expensive. Must have exceptional record of professional design expenence on the national level Assistant Professor, Tenure track, hill-time, Salary \$28,000 imminute. Start Augum 17, 1992 Requires MFA or appropriate professional experience in visual

submit letter of application resume three lasters of seconomendation, representative portfolio of 20-40 sides of own work, tides of stutents work it abandable ASSE. Renew of applications with Degri February 28, 1992 and continuous until the positions are filled. Carole Ross, School of Fine Ans. 446 https://dx.linkoraty.of.Kinsas. Lawrence, 155 66015

- INQUSTRIAL/INTERIOR DEGIGN/BASIC STUDIES

Assistant Professor. Tenure track, full-time. \$28,000 minimum commensurate with expanence Start August 17, 1992. Requires MFA or equivalent degree in Industrial/Intensi Design, or Architecture and record of professional disign. erpenence in. Teach in area of Industrial/Injenor Design/Basic Studies plus

Submit letter of application, roturne, 20-40 tilder of own work, slider of students' work d'avaitable, names with addresses and plane numbers of or follence, SASE Detailer February 28, 1992. Lance Rolls: Chapterson, Saarch Committee, Design Department, 300 Art and Design Bidg, University of Varioss, Lawrence, 175 60/15.

TEXTILE DESIGN -

Assertant Professor: Tenure track full-time. Starting salary \$76,000. Start. August 17, 1992. Requires MFA in studio art, e-hibtion record commensurate with expenence. Preferred MFA in seville art, teaching experience, expenence in computer aided design, surface design

Submit letter of application, resume, 20 styles of own worst and student' work if available, names of 3 references with addresses and priori names. SASE Doubline March 2, 1992. Cynthis Schrin, Chapmenn - Teodia Scoich Committee, Design Department, 300 Art and Design Bidg, University of Kansak Lawrence, KS 16695.

Full position descriptions available. EO/AA Employer

National Board for Certified Counselors

1991-93 GRADUATE ASSISTANTSHIPS IN COUNSELOR EDUCATION

The National Bond for Certified Councides, an although the University of North Corphia and Gerearkone, belief applications of groundless estimated. The groundless estimates will be selected for employment at NBCC hosekups. Two groundless students will be selected for employment at NBCC hosekups for Gerearkone, North Cerobins. The 2 portforms (20 hours per week) position or certification of the complete of the c

meemes as reversely 22, 1722.

The estationables include a stipend of \$10,500 for an annual award Appointments commence Pail semanter 1992. Respontiturents evaluated on an ennual basis; machine oppointment is a years. Sulpains must entoil as discovered students either University of North Corolina of Greenshoot commanding with the 1992-93 accordancy leave. Protriety wild be synche to students who plan to sema of Ph Din Counseling in the Department of Counselor Education at fa University.

For Further Information and Application Forms Contact

14. July - 17. 1

Dr. Thomas Clawson
Executive Director
Netional Board for Certified Counselors
P. O. Box 5406
Graenaboro, NC 27435

priorin. Conclusational, source oriented consultantes institution in a militaria consultante in a cons stipution with co excellent repression in the schenoce for preparing sandants for archivage and the schenoce for preparing sandants for archivage and supplication, Vias, and copy of structivity, and direct these lasters of schemace to. Dr. Markensen and direct these lasters of schemace to. Dr. Markensen and Computer Science, Nebrata Westwar University, 2009 Saint Science, Laborth, Victoria, Laborth, 1804-1805, 1804 Mathematics: Tesure irack porision for Fall, 1992. Doiles locified teaching freshmas and sophomore math courses. Applicants though gossers a strong commance at to teaching. Freshmat qualifications: a Ph.O. is mathematics or as Ed D, is mathematics. Salary and rank commensurate with qualifications and representations with qualifications and representations.



ANTELOPE VALLEY COLLEGE

COUNSELOR / COORDINATOR - Transfer Center

INSTRUCTORS - Nursing

DIRECTOR AUXILIARY SERVICES

Antalope Valley College is a community college in the California system and is located in northeast Los Angeles County. Errollment is approximately 10,000 students. The Antalope Valley is female for its mild, smog-free climate and average of 320 days of sumbles.

The Director is a 12-month classified management position starting at \$3,664/

As extensive fringe benefits peckage is provided which includes medical dental, and vision for the lendly and life insurance for the employee.

Diffee of Human Resources Office of Human Resources Antelope Valley College 3041 West Averuas K Lancaster, CA 93536 805/943-3241, act. 255

All application materials for these positions must be received by brusny 28, 1992. Travel for interview is at candidate's own expens

Antelope Valley Community College District is an Affirmative Action,

ENDOWED CHAIR

DIRECTOR

Program in Environmental Studies

The University of Redunds assists a inscharkcholar with broad vision and airon commisment but like it before necessary commisment in the behavior of the commission of the com

The University of Radiands scrolls 1,500 residential students and 2,000 working solut students through the Whitehead Castor. It is located between Los Angeles and Pains Springs in an attractive, mid-sized real-dential community subjects to the Section 10 to Ser Sectoration Mountains.

real-denial community subjects to the See Germaridon Monthalian.

Ph.D. required, Book and salvey negation, Seed corrections when a latter of applies also in-sudrage nateurers on the relocation translations program to marterionnessis studies in a librari size statistic, and the contractionness studies of the contractionness of the seed of the contractionness of the contraction of the contra

NATIONAL PARK SERVICE

RESEARCH ECOLOGIST, GM-408-13

is should write to:
Office of Personnel Management
Huntsville Area Office
3322 Memorial Parkway South
Building 600, Suite 347
Huntsville, Alabama 35801-531 t

Interested applicants should write to:

North Carolina Central University

A Constituent Institution of the University of North Cambina System and an Equal Opportunity, Alfirmative Action Employer.

CHAIRMAN DEPARTMENT OF NURSING

Nonth Catolina Central University invites applications and sommantions for this Nectee month, lenure-lack position. The Chair reports to the Dean of the Codego of Aris and Kiences. Salary and Dennish are compellave and communicate with qualifications and experience. His Department of Nursing vites an anotherpolary program for general control and state organizations. The programs is accordated by the national and state organizations. The postune tegories by 1, 1992. QUALIFICATIONS:

- An issued durtosale and a Master's degree in Nursing.
 Demonstrated sound dynamic administrative leadership.
 Octostanding management and interpressional skills.
 Demonstrated rommitment to excellence in teaching and scholarly activity.
- ivity. Amirmum of one year of experience in an ariministrative nursing educa-
- A formismon of one year of apperience in an administrative nursing education position; one years' text large agency in mustage education.

 Experience in voolking with multi-cultural and multi-clinic populations.

 Etigible for Appointment to the rank of protessor.

 Etigible for appointment to the rank of protessor.

The Chair is responsible for the educational and administrative leadership of

- 13 full-time faculty and approximately 300 declared and enrolled nurs-
- ing majors, a professional rievelupment of students, faculty, and alumn)

DIRECTOR PUBLIC ADMINISTRATION PROGRAM

North Carolina Central University invites applications and nominations for the position of Olivector of the Public Administration Program. The Program offices an undergrantace concentration and the MPA degree. The sine-month returner leach position reports to the Chair of the Department of Political Science and the Calegor of Atts and Science, salley and benefits are competitive and commensates with qualifications and experience. The position beginn August 17, 1992.

- An earned ductorate in Public Administration.
 Scholarship appropriate to a least white and the
- rship appropriate to a leastership position. surrated excellence in teaching at undergraduate and graduate
- levels. Experience and lamiliarity with a broad spectrum of Public Administra-tion disciplines ranging from undergraduate to graduate courses. A speciment and expensition in curriculum evaluation, development, and emovaluen. Catigotia for appointment to the rank of associate professor or purfessor. Our constrained personnel qualities of integrity and industriousness.

RESPONSIBILITIES
The Director is repossible for the management and leadership of a Program with 6 (all-time positions and 400 maken. Building good working eliation-ship with facial and regional internation peaceties is in proposal responsibility. Overing the Program to department status is crucial.

In conting the Program to department status is crucial.

In conting the Program to department status is crucial.

In conting the Program to department status is crucial.

In continue the program of th RESPONSIBILITIES:

NCCU compiles with the immigration Reform and Control Act of 1986. All new employees must provide original documents verifying identity and employability within the first three days of employment with the University.

TRENTON STATE COLLEGE

ASSISTANT DIRECTOR

LIBRARY TECHNICAL SERVICES

LIBRARY TECHNICAL SERVICES

Reporting to the Dectar of LINE of the State of the Sta

Authorised Triang in the register in a salitate of the register in the register in a salitate of the register in the register

Could object from a metric party. De-could object from the metric party. De-lay of the metric party of t

SENIOR PSYCHOMETRICIAN/PSYCHOMETRICIAN

National Board of Medical Examiners

The NBME develops licensure and educational achievement e-continuitions for the health professions. We have a major commi-ment to reserve and development in evaluation and measur-ment. Located in Philadelphia adjacent to the campus of the University of Pennsylvani, the NBME has a stimulating profe-sional environment and facilities that include a computer-based

tasting laboralory.

We are currently Inviting applications for a Senior Psychometrical Psychometricism position. The Senior Psychometrical Psychometricism will have expansibility for providing psychometrical will have expansibility for providing psychometrical psychometrical psychometric psychologism of examination programs. For applied research and the experimental psychologism programs, for applied research into the development and application in computer-based simulation in critication and icensure.

certification and licensure.

Applicants miss have a dictoral degree in measurement, issistics, or related field as well as a minimum uf five years' professional esperience. Candidatos with less experience may be considered for the Psychonoritician position. In addition to lend the second of the psychonoritician position, in addition to lend the second of the psychonoritician position. In addition to lend the second of the psychonoritic degree of the psychonorities degree of the psy

education are suo destratore,
Applications and noministions, with curriculum vitae, should
be sent to the Personnel Department, National Board of Medical
Examiners, 3930 Chestnut Street, Philadelphia, PA 19104.

Women and minorities are encouraged to apply,

NON-TRADITIONAL APPLICANT REGISTRY

The two-year and community colleges listed below have committed to create registry which is intended to maintain and access resumts of women and minority candidates who wish to be considered for faculty teaching or adminis-

tables management positions.

filiate Linhvestry of New Yeak Colleges of Technology, includred Merd, Certon, Colleges of Technology, includred Merd, Certon, Colleges, Delit, and Mortovide.

New York Community College, including Citeston, Certing, Delson, Bid Cay Campus, Tallon Montporrey), Habston Village, Amercian Michael Cay Campus, Tallon Montporrey), Habston Village, Amercian Michael Cay Campus, Tallon Montporrey), Talacton Village, American

for facility lackford positions, each college requires are a similarma mentalment

for facility lackford position, each college requires are a similarma mentalment

for facility lackford positions, each college requires are

for facility lackford in a Buckford of opening are and entire mentalment

for facility lackford in Markey your resultantions of considered by any of these

Dichment, Falcotton, Adilya Community (College, TACAS) K. Too, New York

12100, and a one-page vita with the following data to be ensered into the

competition of persons.

- computation signity.

 A Menn, Anderson and Telephono Number,

 a Tighesh Accordined Disgree Connect and Major Hold of Study.

 A Tighesh Accordined Disgree Connect and Major Hold of Study.

 Broughtain is which to the preparation of Torsch or Administrative Area is

 Bruthon of Years Expressions (ii. Fadd.

 8 Number of Years Expressions (ii. Fadd.

 9 Securption (V. 19 of Part Timer Scheduler,

 9 Georgaphic Requirements, and

 9 Georgaphic Requirements, and

Each Participating College is an Equal Oppositetity, Afternative of

Washington WASHINGTON UNIVERSITY IN ST LOUS

Associate Director of Law Library

The Vindistpon University in St. Louis, Freund Law Library, is swelling cardidate from the property of Associals District. Responsibilities include the oversighted for its Berry of Associals District. Responsibilities include the oversighted in the Berry of the International Confederation of the Confederation of the International Confederation and Confederation overloants; and excellent operations with the conlegate department and unpertable Association of the International Confederation Confed

separtence. Salary communaurats with quantifications. Employment alightlity verificating required upon hire. Afternative Atthns. Equal Opportunity Simpleyer. Send résound to: Professor Septrard O. Reanns, jr. Professor of Law Ulractor, Law Library Washington Library Washington Library

The movine, resemble 2001; 2015 They may also call: (205) 544-5903 (between the hours of 9:00 a.m. and 1:00 p.m.) or 1-900-990-9200 (24 hours a day). versity is an affirmative action sundover and does not discreminate on the bests of pected to bests have been as AAGOE Employer.

smal may') performed to Dr. Establish (Mr. Dergit a Bartin) Correntine, with many of produced to Dr. Establish (Mr. Dergit a Bartin) Correntine, with control of the design of the desig

2304. AAAIGUE
Authorouse Control of Department of Departme

RULLETIN BOARD: Positions available DIRECTOR OF INTERCOLLEGIATE ATHLETICS

Michigan State University

East Lansing, Michigan

Michiga State University invites nominatures and applications for the public of Drector of Intercollegista Athetics. The Director reports and the control of Predictor Condeminate Athetics and administers the Intercollegists safetial program consisting of 25 sports for men set exemp.

and women.

Ambigan Blade University is one of the sation's leading land-grant
institutions and a member of the Association of American Universities
Audil, as four-see onligeas envoling approximately 40,000 but deutents
is teterologisate athletion. Michigan State University is a Division is
settle and a state of the State Committee of the Bug Tan
seether of the National Code globe's Achietic Association and the Bug Tan

and CDA Conferences.

The Diseaser is to speeded affective human resource leadership and mentapeace of the Diseasership of the Conference of the Diseasership of the Conference of the Diseasership of the Conference of the Confere

the University is committed to maintaining academic and athletic as-calarca habb revenue and non-revenue aporta activities and, to that and, seets an individual possessing the appropriate values and ability to work and operationate affactively with oliverse constituences in an

solation sealing.

Conditions must possible a bachhalor's diagree as a minimum, experience in listefamily and management, which reflects a belified to administure as complex extractiogliest antibidate program with the flack, academic experience and the sealing and the s

MSD is an Affirmative Action, Equal Opportualty Institution



Assistant Director for Learning Resources COLLIER COUNTY CAMPUS

Recombine to the Prorosis for general expervision and dovelopment of programming the provision of the provision of the proper service of the property of the provision of the property of the property

EAEO Employer

when the term is not a convenient mean of the convenient mean of the convenient mean of the convenient is not a convenient of the convenie

indevention industries. The Department of Cancelon and Instruction invites application for first first

Nethematica/icines. Education: Assistant Professor with research orientation and in-press in F. if audiensative/ismor and avers in F. if audiensative/ismor and avers in F. if audiensative/ismor and avers in F. if audiensative is a substitution of the pressure of the pre

Institute of World Affairs

DEVELOPMENT DIRECTOR

The Institute of World Affairs, founded in 1924 as an international education organization, has an immediate opening for an experi-enced person to develop and coordinate its fund-raising activities. The Institute advances knowledge of International affairs through programs that lactude seminars, residential conferences and publi programs that incures seminars, residential conterences and pusi-cations. The successful candidate will be responsible for directing the annual giving campaign; writing and editing grant proposals and reports; organizing fund-rising events; supervising publication of the Institute's senual report; and otherwise coordinating institute development activities. Applicants must have stituted at least a Bachelor's Degree, be sble to demonstrate success in development activities, be organized, and have strong written and verbal skills. Compensation for this position is competitive sad dependent on qualifications. Interested candidates are saked to submit an introductory letter, resume and salary requirements to Bradford P. Johnson, Executive Director, institute of World Affairs, 375 Twin Lakes Road, Salisbury, Connectical 06068.

Deadline: February 14, 1992.

BATES COLLEGE

Assistant Director of Financial Aid

Letrector or ir mendate Avia.

Beats College, located in south-cantral Mains, 140 miles north of Boston and 25 miles from the Mehre coset, it is highly selective liberal arts college of spropostarelaty 1,500 undergenduate students and 160 members of the faculty. The position involves all the mornal lacets of francial act administrators medic enables, concentration of identical and injustification and inputs and inputs many confidence and in the conditional or in the condition of the condition of identification and injustification all programs, and lensify and student courseling. The successible dendicates will coordinate the use of office complete registers and so all in differ menagement.

use of office computer systems and assist in office manag Requirements include bachalor's degres, demonstrated o puter use and experience in student financial aid.

Ind experience in student financial aid.

and and littler of application by PERBITARY 3, 1992 to:
SEARCH COMMITTEE
ASSISTANT DIRECTION OF FINANCIAL AID
BATES COLLEGE
PERSONNEL OFFICE
217-F LANE HALL
LEWISTON, ME 04240

Bates College is an Allimetive Action, Equal Opportunity employer
Minorities and women are encouraged to apply.

ILLINOIS STATE WATER SURVEY

Nomination and applications are invited in the position of third of the invited base Wister Stormer, a Observed for the Operational of Directly of the Invited Base Wister Stormer, a Observed for the Operationate of Energy & National Conference on the Invited Base Wister Stormer, and the Invited Base Wister Stormer, and the Invited Base Wister Stormer, and support the Invited Base Wister Stormer, and support the Invited Base Wister Stormer, and the Inv

Corese palow. Interviews we begin in his 1900
 V. C. Bowersox, Chairperson
 Bearch Committee for the Chiet
 Illinois State Weter Borvey
 P. C. Box 2444 s Champeign, It. 81825-2444
 Tal. 1217 333-2210

P. O. Box 2644 a Chapmon, 1, 18/105-2444

The Bixter of Brown is an affermenter Action. Equal Dipporturity Employer.

The Bixter of Brown is an affermenter Action. Equal Dipporturity Employer.

The Bixter of Brown is an affermenter Action. Equal Dipporturity Employer.

Action and the Company of the Compan

PENNSTATE



ART EDITOR

Penn State secks an Art Editor to manage a four-person staff rem state secks an Art Editor to manage a tour-person start of designers. The art department is part of the Department of Publications, a centralized service department for the University that offers enseive help and consultation in the design, editing and production of oil the University's printed

The individual selected will participate in setting University graphic design and identify standards as well as conceive design directions and strategies for University publications. Candidates should be thoroughly familiar with all technical and creative aspects of graphic design, printing and graphic-nelated technology, including computers. Strong but sensitive managenist experience and organizational skills required. Requires Bencholor's degree, or equivalent, with major in Art and printed materials; through knowledge of typography and graphic art processes and technology highly desirable.

Penn State is a major public research university of over 70,000 students at 23 locations throughout Pennsylvania. The Department of Publications is located at the University Park Department of Publications is located at the University Park Campus, the administrative hab located in the center of the stete. Very desirable living conditions coupled with the growth of the area as a technology/research center make it o prime location for those seeking relocation opportunities,

Send letter of application, resume, and salary requirements to: Employment Division, Job #C-2651, 120 South Burrows Street, University Park, PA 16801, Application Deadline: January 29, 1992.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

ASSISTANT DIRECTOR FOR PUBLIC PROGRAMS GM-15: \$61,643-\$80,138 per annum

The Smithsonian Institution's National Measure of the American Indian is setting cardiciates for the position of Assistent Director for Public Programs. Candidates must have setting referenced and transcributed side, and experience in pleasing, developed and cardiciates must obtain the programs of the

This is a Federal position. Relocation expenses may be paid, and benefits are good. To apply, send a completed Form SF-171 (Application for Federal Employment) for



COORDINATOR OF INTERNATIONAL BUSINESS

College of Business

Illinois State University

Coordinatos, International Business Program Twelve-month appointment,
Associate or Full Professor level. The position involves administrating and
coordinating an interdisciplinary program to an AACSB-accordited College

Destination at international program are do regarded to the provide leadership for the exclaence program are do regard TE facility for the exclaence program are do by eight TE facility from the exclusive program are do by eight TE facility from the exclusive program are do by eight TE facility from the exclusive program and exclusive program and exceeding and transpired grant program and exceeding a second e

opmoni are selated activities (IMAIFICATIONS Preference will be given to an unitivalual with an appro-priately assemed doctorare, loreign Lunguage skills, darmonistanced record of activative control of the control of the control of the control substitution of the control of the control of the control of the late is especied to quildly for a faculty appointment in one of the academi inpartments in the College of Business.

APPOINTMENT: fuly 1, 1992.

APPONYMENT, July 1, 1992.

THE PROGRAM The Inversational Business program has about 200 undergradings or supers with Teach promain business disciplings. International rega-lation of the program of t

REMUNERATION: Salary is competitive with AACSB athnols and an excel-lent fainge benefits package is available.

APPLICATION: Application will be excepted until the position is filled, but to nature consideration, about n terms of application, vite, and cames of three seferences by February 15, 1992 to:

Search Committee Charpetson College of Business Hillson Sissa University Normal, 31, 61761 1309) 438-3701

Illinois State University is an Equal Opportunity Affirmative Action Employer.

SEARCH EXTENDED: COLLECTION DEVELOPMENT LIBRARIAN/ MANAGER OF COLLECTION SERVICES

WANTED: Incovable Bloration for visibilize collections development program, integrating traditional print collections with non-print collections with non-printing to the Direction of the Direction of the Direction of the Direction of printing collaborative salationship between faculty and librarians and provide leadership and support for the collection development activities of such Buckenst librarian (14 tools). Actively participates in library-with planning and policy making.

REQUIRED: ALAMLS; substantial experience in scademic librarian-ship; ability to motivate and develop staff in a matrix anylrommen; arong communication stills; demonstrated analytical and plan-ning abilities. Uberal arts background preferred. His ing Ranger low to mid-thibits.

For maximum consideration, submit letter of interest, resume, and names and phone numbers of three references, by March 23, 1992,



Ann de Klork Director of Libiary Services Room 200 Ellen Clorke Bertiond Libiary Bucknall University Lewieburg, PA 17837

Applications from members of minerity groups are ancouraged

branch hardens technomics of Scattering Maller, the Birryannia of Commissions of specimes of commissions to applicate, crastillates for a former-based to applicate, crastillates for a former-based of the commission of the commis Media Studies University of Southern

was arou and die of contententent and the procedure will be passed in all of an extended to procedure will be passed in a supplier and the procedure of a place to the procedure of the Dentertune, and the recent of procedure in the Dentertune, and the recent of procedure in the passed of the Dentertune of Procedure in the least of the Dentertune of Procedure in the control of the passed of the Dentertune of Procedure in the Control of the Procedure in the Proced

STATE COLLEGE AND UNIVERSITY SYSTEMS OF WEST VIRGINIA

DIRECTOR OF FINANCE AND FACILITIES (Chief Fiscal Officer)

POSITION: The Oliector of Finante and Facilities is a member of she terrior saff of the Central Offices of the State College and University systems ut West Virginia which provides administrative support services to the governing boards and Chancelloss of these two systems to public higher cloraction. The System includes seaten institutions a mediting amount 50,000 audients.

bosins and Chancellon of these two releases of patient religion stock-and-yours faculties the state of the state of the state of the state of the system faculties state in the state of t

SALARY AND BENEFITS: Competitive salary with attractive benefits pack-

aga.

APPLICATION PROCEDURES: Consideration of candidatas will begin on February 1, 1992. For additional information, call 130-11 44-6 210-1. A letter of Interest and visits to: Margaret V. Robinson, Austlant Oirector of Higher Education Personnel, Central Office, State College and University Systems, 1018 Karawsky Boulevard, Exit, Suber 200, Cardeton, West Virgina 25:301.



Director, International Management Center (IMC) COLLEGE OF BUSINESS ADMINISTRATION

The International Management Center (IMC) Director is responsible to the College of Besistents Administration deem for the subministration of IMC programs not safe fault the development and condelication of comprehensive International Business programs in conjunction with the CRA faculty and nonedenic units. The Director shall also had freely appointment as the Associate or Full Professor mak in a College of Dissistent subministration discipline with including and research repositionalities commensation with

administrates outlied.

Candidates must had an earmed doctorate in a business related disclipline appropriate to faculty apportunent in the College, research a distinguished record of actionary disclementered and exting effectiveness in an exhabitised control of action of the control of the cont

and hierarchistals business exvesigence assistence.

The University of This is a private complementure university of 4500 hisdents located in an intens area. The university is an expest copportunity,
affective exciton enabytes committed to diversitying its leading year and
affective exciton enabytes committed to diversitying its leading year and
like, avouries, veterma, sici, just streety's accounted to apply, Applications
the pieves fill condicientals and till expendits on lifelie, Service in general completes
referent in c. J. Marksham Cullina, Manchele (Dans, University of Tules, 600
Sonth Culling Area, Thus, De (Villo), (19) (3) (2)(2)).

31 March 1992. Please quots Vanney Number UAC.112 lo all aorrespondence. The University of Auckland An Essai Em-ployment Occorptually Employment.

Menderden Mehman Dane. Applicacione de la companio del companio de la companio de la companio del companio de la companio del la companio della companio della companio della companio della companio della companio della companio della

delivery Leisendy Maleire Names Warris Leisendy P. Balterier in Marian State of the Control of Leisende (Leisende Leisende Leisen

Worker Education

mem College's Extension Site (UAW District 65 Hagd-quarters, in lower Manhattan) provides higher chemia quarteristics for werking ohlts. Soff work kady via the Union to develop a supportive sivin-muent and arrang horning commonity for a highly librors estudion holy. Studious carall in filteral after courses and major in other lake unifess or alton studies. The Extension Site seeks the follow-malies or attack studies.

Directors Responsible for development, coordination & supervision of Extension Site; pluming, curriculum developmen, emuse scheduling & recruitment; supervision of all Eurados Site and. Buchebu's degree and by yes experience required Rd. and experience in worker or while education highly desired Salary: \$37,308-\$46.176.

Information Specialist: Te develop a strong neadenic support system; supervise para-time stuff; concluct admission interier, manifor adherence to nearlenic requirements, and assist gamonutor attievence in neutronic requirements, and assis aga-dients in program planning; oversee student retention asi-actieutic prograss. Ilacheku's degree & 4 yrs experience regind, advanced degree and experience in worker or adult education preferred. Sulary: \$28,030–\$34,500.

Coordinator of Administration Services: To coordings offcampus recruiturem, orbnissions, registration, and financia ad services; supervise elected and arbninistrative support saff; serve as linisum to on-campus units. Bachelor's degree & 2 gs. experience required; advanced degree and experience in an or adult education preferred. Salary: \$21,035-\$29,346.

Sularies commensurare with qualifientions/experience; excellent fringes. Send remove by February 14 to De. Gregory Manusius, Director of Worker Education, Queens College/CENY, Flushing, NY 11367. J.VEOE



попросменовопиванного применения примения примения UNIVERSITY OF PITTSBURGH

Director of the **University Library System**

University Library System
The University of theology levels communes and specimens for goutine of Histories of the University Library System. The University of Britalingh Is a member of the Assument of America Distriction, or against seed of the Assument of America Distriction, and published of mass recently university or britaning has a contract the library of the Communication of the University of Proteomile Hastin and Indefine a cond clothes of nearly 3 visities where the Communication of the Communicatio

- Qualifications for this position undude:
- A dynamic view of the role of an an alcour research library and the insta fring resourch librariambig and higher ethnatum in general Record of increasoft intrangement in a complex bisway system, as ofto it achieving the conductation, cooperation, and counter should possed in ratch as writin around.

 Admits to evaluate the annuaum effective communications ethically with places, seath, boatly, administrators, tradenics, and the asternal con-with places, yearlies, boatly, administrators, tradenics, and the asternal con-wint places, seath, boatly, administrators, tradenics, and the asternal con-

- with boday's stall, faculty, administrators, touries, amounty
 munity
 munity
 munity
 fictivene, moustance lenk-adapt in accounce development
 in part managing library automation system under
 library technologie.
 Appropriate educational background, including an ALA accounted an
 er's laved degree or equivalent.

Salary is communated and the experience. Normanners und/or application including current elements and toferences, should be administed to bere alwards 1. The Secretary Littleways Lebuary Systems Discuss Services Services and Committee, University of Pandangh, 826 Cathedral of Learning, 8m burgh, PA 1520.

The University of Patahuagh is an Equal Opportunity, Affirmative her Employes.

BULLETIN BOARD: Positions available THE RESIDENCE OF THE PROPERTY OF THE PROPERTY

Director

Center for Research on Sulfur in Coal

UBBLET I UT PUSSERTUII ON SUITUT ÎN COA!

The Broke Deal Development Board in conțienction with Bouthern III and by University to a Chronofela (BUICE) min the literation Department of the State of Chronic (BUICE) min the literation Department of East (BUICE) and the literation of the Chronic (BUICE) and the state of the State of State of

Creaming, Beholt.

Applicated associal before demonstrated funderunity and administrative abitions of all basis (1) years of programative notivenements, recluding social and seasing positions in cold secretion or sudification insulatives, proceeding a second secretion or sudification insulatives, proceeding a second secretion or sudification insulatives, proceeding the second secretion of the second secon graduat expres, or degree in a coex-rested field would be preferred. Bepossibilities include developing named goes and objectives for the DRSC proporing detailed program implementation and program and the program of the program of

Selecy range to \$60,000 to \$70,000. Application Deadline: Fridoy, February 14, 1992. irles should be directed to

(II)

Cher, Seerch Committee for Director of the Center for Research on Suffir in Coel of the Gredunts School Southern Blinois University in Corbondele Cerbondole, Brinais 62901

SIUG IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

MINISTERNATION OF THE RESIDENCE OF THE PERSON OF THE PERSO

PSYCHOLOGIST II



he Unwersity of Delawore consently sure's applications from standards with a Ph.D or Canneshing at Clemed Psychology releasely from an APA applicately program, two to two few pages of post decicate Accusability expansions (callings on a post decicate and past and

This position is cosponsible for individual and group comhas position is regionable fail individual and graing consisting on personal, educational and returned calculations, busing an approximation of the program of the program

The University of Deloware is located in Newart, DE, o small college from midway between Baltimore δ Philodolphia, and his an emollment of opproximately 15,000 undesignatured and 3,000 graduate students. To opply, send a follow of opplycation, resume, these lotters of information of transcripts of all analysis. el graduate work to: John B. Blehop, Ph.D., Deen of Ceunseling and Student Development, University of Delaware, Newerk, DE 19716-8501. Application deadline February 28, 1992

The UNIVERSITY OF DELAWARE is an equal opportunity imployer which encourages applications from qualified minority group members and women

I systemation will brain March 15, 1992, though the black of the black

was that a lift power unit the road with a lift power with the road was a lift of the road

Director of the Advising Center SAN FRANCISCO STATE UNIVERSITY

SAN FRANCISCO STATE OF THE ARCHITECTURE OF THE ARCHITECTUR

ntiormal and formal levels is desirable.

We seek a director who has the yeardrail and theoretical knowledge of how academic stills development is affected by cognitive and otherwism underpresents are used as not who has asynchrone working with leadily, stell, and provide the performance shall and advising programs designal to improve the performance of all the student populations areard by Sen Francisco State University.

prove the performing of all the student populations sixwed by Sin Francisco Nata University.

Share University profession shade here a manuel delicitation in appropriate reliable from a manuel delicitation in appropriate reliable from a macrafile delitation in the student propulation.

Application of the student propulation in the student propulation.

Application Desdification Notes and the student propulation.

Application Desdification in the student propulation and the student properties of the student properties of a lease with present and additionate of less less for reference of the student properties of the student beautiful to the student properties of the student beautiful to the student properties of the student properties of

BILLAN PER LINE REPUBLISH DER PROPERTIE DER PROPERTIE DER PROPERTIE DER PROPERTIE DER PROPERTIE DER PROPERTIE D

BAYLOR UNIVERSITY

AREA DIRECTOR OF DEVELOPMENT FOR NORTH TEXAS

Baylor University is seeking applications for the position of Area Director of Dovelopment for North Texas, Responsibilities include the coordination of all dovalopment activities for the North Texas Dovelopment Distriet, with emphasis upon Tarrant and Dovaton

Requirements Include a Bachelor's degree, the stilling to travole extensively and be in personal contact with denors and prospective durnors and have an understanding of the mission and character of Baylor University, Proference will be given to a Baylor University graduate.

Send resume and three letters of reference by January 31, 1992 to:

Personnel Services and AA/EEO Office Baylor University P.O. Box 97053 Waco, Texas 76798-7053

Baylor is an Affirmative Action/Equal Employment Opportantly employet and is under the patronage and gonral direction of the Baptist Ocneral Convention of Texas. Minorities and women are encouraged to

Moseure Administration/History, Olinctor Massure Ratource Centar. The Olinctor Museum Ratource Centar. The Olinctor Museum Ratourca Center work audient in the United States Protoceast Mamorial Placere. The position javolves impossibility for the areation and management of his Museure resource center which will service with will serve. oping new Pins Arts degree program is mufor the secretion and menugeries, of the beauties reported to secretion and menugeries, of the beauties reported to secretion the menus. The foreign reported to the secretic policies of the secretic policies on the secretic policies of the secretic policies on the secretic policies of the secretic policies on the secretic policies of the secretic policies policies of the secretic policies pol

Andre: The University of Guan solidits are releasing for the followers intens or the releasing to the followers intens or the releasing to the followers intens or the releasing to the releasing

orden new Fins Arth degree represent is made access translate superioran required. Application presents attached substrates the superioran required and application presents attached to the property of the superiorance districts for the superiorance districts for the superiorance districts for the superiorance districts and translated and superiorance districts and translated and superiorance districts and superiorance dist

sing them 1 1800 th 1971. BEFORE.

The best being the reast soft to be the single soft t

Position Announcement

Director Career Planning and Placement

The Director will head a comprehensive career planning and placement center. The Director will assist students with career exploration and counseling, campus employment, internships, graduate school counsel-ing, and placement. Master's degree and previous career development experience preferred.

Phillips University is a small, selective, private university recognized by US News and World Report as one of the top 10 small liberal arts colleges in the West, is affilliated with the Christian Church (Disciples of

Applications received before Feb. 1, 1992 will receive priority. Desired starting date: May 1, 1992.

Please send letter of application, resume, and the names, addresses and phone numbers of three eferences to:

Dr. Walter B. Shaw Dean of Student Development PHILLIPS UNIVERSITY 100 South University Ave. Enid. Oklahoma 73701 Telephone (405) 237-4433, ext. 208

An Affirmative Action, Equal Opportunity Employer



EMORY UNIVERSITY Division of Educational Studies Director, Educational

Policy Studies Policy Studies

Entory Urivestry, Dirtion of Manchard Studies, Irvines spellicitims and nonliquious to fill a routines at the unit of Tull Productive spellicitims and nonliquious to fill a routines at the unit of Tull Productive spellicities and routines are unit present of the Dirtion and as pussuas teaching and research in Educational Product of the Dirtion and as pussuas teaching and research in Educational Production and the Company of the control of the company of the Company of the control of the control of the Company of the Company

Professoa Charles Staickland Chais, Olrector Search Committee Division of Educational Studies Empry University Atlants, GA 30322

Emory University is an Equal Opportunity, Affirmative Action Employee

course to where wear of activation, Recrisi refrequential and gentlands insights and ordering methods and ordering methods and ordering methods and ordering methods are considered and ordering methods and ordering methods are better lead to the constraint of the c

pikeanta will begin February 19, 1972 and will containing usult position is illed. Send letter of application, with, those guercet jet-ters of economendation, and official ander-rendual; and sundant learnessing to the ga-rathus in Sector Committees, Division of Sector Committees, Division of Flos Arts, Northeast Missouri State Uni-variety, Kitswalle, Allocand 350ft. ICE.





NORTH CAROLINA STATE UNIVERSITY

Department of Housing and Residence Life

Supervise and available FOR STAFF DEVELOPMENT
Supervise and available live fields in Anni Distrates Delign and Implement
supervise and available live fields in Anni Distrates Delign and Implement
of the Anni Distrates of the Anni Distrates of the Anni Distrates fire evaluation for an available of the Anni Distrates of Indiana (Anni Distrates o ASSISTANT DIRECTOR FOR STAFF DEVELOPMENT

Qualifications: Masian's giprocassa; Juli-time residence hall expen-ence, Previons experience in above areas of responsibility preferred. Remuneration: \$27,000-\$30,000 depending on qualifications. State retirement plan; comprehensive insurance package; support for professional development. Starting date on or before Juna 1, 1992. Application deadlites: March 16, 1992.

Remuneration: Full-time, treelve-month, live-in position. Salary \$19,000; lumished apartment and board plan. Employment begins July 13, 1992.
ASSISTANT AREA DIRECTOR (GRADUATE ASSISTANTSHIP) Assists Area Ofrector in managing residential area. Assists in selection, train and supervision of RA sieff. Other duties include advising hall council, de opmental and multicultural programming, facilities management and edr

cional disciplina.

Qualifications: Societard considerates have completed a BIAPES degree and one customed from a graduate program of NCCUI. Preference is given to specificare the control of their agreement of their control of

pril 3, 1992 to: Susen Grant Department of Housing and Residence Life Box 7315 NCSU Releigh, North Caroline 27695-7315 statives will ettend the SEAHO and NASPA conferences. Equal Opportunity, Affirmative Action Employer

SCIENCE OUTREACH COORDINATOR

The Rockefeller University, a renowned blomedical research In-elitution, seeks candidates for Coordinator, Science Education Outreach Program.

Foster inferections between lacuity, greduate students, high school teachers and MYC students, initiate and coordinate aci-ance aducation programs. A committee of University scientists self and a committee of local H.S. teachers will assist, involvement with other local outreach programs and proposals is as

sentiel.

BA required; background in science education; teachers wel-comed. Writing, budget, and grant experience preferred. De-mands en outgoing personnelly and meditor priditile. Seiany com-mensurate with experience. Excellent benefits; besulful setting. Cell (212) 57-6800 or send featum with setary requirements to: The Rocclefelts University, Personnel Dept., 1239 York Avenue.



THE ROCKEFELLER UNIVERSITY

The Rockefeller University is an equal opportunity employer. affirmative action employer.

Made's Two Peysions, audrent perfectors, and the perfect of the person o

UNIVERSITY LIBRARIAN The University of South Florida/ **New College**

Sarasota Campus

THE POSITION'S Applications and nominusura ne lowired for the position of University Library. The Position of University Library and responsible for the Stratest Company Library, one mits of a entiti-crass nature responsible for the Stratest Company Library and Intelless 5 professionals, 10 support staff, and particle tradent statistics.

THE UNIVERSITY: US: was founded in 1986, this second largest of the nine universaties of this State University Systems of Florida. Located on the buy front, the Stazeaus Regional Campus serves 1,500 pages rales and gradu-ate emdents in the University Prograin and 500 undergraduates in the New Collects Prograin.

College Program. "One was 89 Undergrachates in the New RESPONSIBILITIES: Have, organizes and disercu the operation of austrary liberary and obstational renouncer censur within the University of South Toroids, priority of Southern Souther

il personnel.

Percu lue prespettono di budgata and approves all nuigor sependicura in the acquisation di libury bosò and mon-bosò rollections and employers the acquisation of libury bosò and mon-bosò rollections and employers consecred the transport and development of producious and monoportanisma and its conducta and direct surpleyer evaluations in deverthining nalary montes, and its consecred to the production and monoportanisma and its conducta and direct surpleyer evaluations in deverthining nalary monoportanisma and account and and an account and account account and account account account and account acc

Performs related duries at required or deemed appropriate to the accomplishment of the responsibilities and functions of the office. MINIMUM QUALIFICATIONS: MLS from an ALA accredited inalia-tion; 7 years' appropriate experience, professional knowledge of collections development, access and technical aervices, and library automation; ability to work productively with the entire tamputs continuities.

SALARY: 847 000 penetlable. APPLICATION OF A OLINE: March 1, 1992.

ADDRESS: Please anbmit a letter of appliration, vira, and three letters of reference to Lucy Carroll, Office Manager, Jane O. Cook Library, University of South Florida, 5700 N. Tamiami Trail, Sarasota, Florida 34243-2197. The search and selection process will be conducted in accordance with provisions of the Governmen in the Saushine bws of the State of Florida, Documents related to the search will be available for public inspection. USF is an Equal Opportunity. Affairmaire Action limitation.



DIRECTOR OF DEVELOPMENT Waynesburg College

Waynesburg, Pennsylvania 15370

Weynesburg College, an Independent Description of the Sudvention of the College and Independent Description of the College of

Concey. Waynesburg College has achieved moord enrollment growth, solid success in land mining, end a position of educational progress and academic instruction. Seving 1,250 full-lime adversion as platent-seque economic configurations of the properties of the prope

Salery is negotiable. The position is available immediately. Applications will be accepted until the position is filled.

will be accepted until the position is filled.

Candidates must submit a letter of interest, a current returne, and the names, addresses, and plane numbers of three references to: The Personnel Office, Waynesburg College, Waynesburg, PA 15370, AA/FOE.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to effect colleges and the people who work in Academe —

every week in The Chronicle.

UNIVERSITY LIBRARIAN UNIVERSITY of LOUISVILLE

The University of Louisville invites applications and nominations for the position of University Librarian. The University of Louissife textbilisted in 1798, is a state-supported urban assistancian approximately 24,000 similents and 1,200 faculty. The day of Louisville has an attractive cultural fide and is consistantly rated a new of the most livable cities in the U.S.

the University Libearies is an academic unit that includes the follow the University Liberates as in accounts wint that includes the following or a central liberatory, a health science illurary, a second science and onjoining blorary, a music library, an act filtrary, and a university artists he unit employs 35 filtrariants and 94 staff and contain more, 1,00,000 voluntes. Librarians have feerily varus end are exposed in fulfill criteria for promotion and tenare. The University Librarian tenured with seatlents tank.

is tenured with teatlemic rank.

Reponsibilities include: management of the University Libratics as tun; accountability for a budget of over \$5,000,000; teatoning to this library faculty and targit quilities on of computing and communication of the comparison of the comparison of the comparison of the Libratics of the Libratics and communication of the Libratics of development and communication of the Libratics' development activities. The University University University University University University University as membered of the President's Executive Chiefs, the Comparison of the Libratics of the President's Executive Chiefs, the Comparison of the Chief Comparison

Qualifications: relevant advanced degree (MLS from on ALA-access Qualifications: relevant advanced degree (MLS from an Alaxamic dilbury school, or equivering required; scend advanced degree detarbile; pengecessively responsible administrative expedient in a continuous proposition of the continuous proposition amplex library enviconment.

Salary negotiable beginning at \$60,000. Review of minimations applications will begin in March 15, 1992. Send letters of nonapplications will regin in practit 10, 1992. Solutions of selections of specification (highwilling a curriculum vitae and the name laddresses, and relephane numbers of at least five references) to:

Richard Griscons
Chair, University Lithertan Search Committee
Office of the University Provest
201 Grawemeyer Hall
University of Louleville
Loulville, KY 40292

The University of Louisvisa is an Equal Opportunity/Affirmative Action Employer ted to sultural diversity. Winuted and minorators are encouraged to apply.

Director. Office of Intellectual Property

Michigan Stote University to inviting applications and nominations for the nawly catabilehed publics of Director, Olice of Intellectual Prop-

erly.

The Officior will report to the Vice Prosition for Receiver and desired Busidess and will be reaponable for the Eccasing of Unions's Household and the State of Unions's Household and Indiance for Commarcial violating, angeliefly and disclosures for Commarcial Violating, angeliefly and mortiforing (porose gracemonts. The Director is responsible showing formation of the Commarcial Commarcial Commarcial Commarcial Committee of Unions of Uni

omy in Beresting nagolisisions.

The satishitement of the new position offers an outstanding operability for an operationate anison the satisfaction of the new position of the new positions of the competition and will depend on qualifications and one interesting parameters of the successful considers about a have, as a minimum with the position of the control of t

This position requires e self-elerter, the ability to work well with off-are, good eleminor to deteil and good negotieting edits, couped with an empethalic approach to feculty invaniors and experiency is a usi-versity environment.

Michigan Stete University is an Equal Opportunity and Affirmation Action Employer. Applications from woman and minorities are as

Applicante ahould sand a résumé of their aducation end experience end the nemes, addresses end telephone numbers of at least three (i)

Dr. Henry E. Bradack Assistant Vice President for Research Room 235, Administration Building Michigan Siele University Eest Lanaing, Michigan 48824-1648

Screening of applications will begin Merch 1, 1992 and will continue until the position is titled. POS SEASESES NOS 2 25 100 SEA 447

ence, ABC may be consistent fairer and rest formmessens with studied form in section, 3-M college in excellent from the section of the sectio

BULLETIN BOARD: Positions available CONTRACTOR OF THE PROPERTY OF

UNIVERSITY LIBRARIAN The University of North Carolina at Chapel Hill

the UNIVERSITY OF NORTH (CARD) NA AT CITAPES, BILL moving the control of the cont

matter.

The University Liberares have a long history of cooperative collection development, resource sharing, juint development and operation of annumed long and the collection of the control of the collection of the collection

this important relationship.

Repossibilities innovative management of the library units; evaluating and enroding current service; keeping abreast of the rappic changes in information exchaology and developing waterages for implementation. The charation well also play as important role in a major fund-cashing affort recently lamped in configuration with the University's become units.

minima a congession from the Concerns y tracticitistics.

Quildications: Significant achievement in the administration of modern re-seard libratics, methoding effective budget management; an understanding research and exchange its ability or converve and arctificate to library staff, University faculty and anoderus, and potential domons a vision of the future of library teconoccus and services.

on many resonance and netween. Minimum requirements A Master's degree in the any or information scenes from a ALA-secredard monitories or catensive library experience. If the according analysis possesses the Pt. D. degree and paymentate research and teaching recleanists, he or she well also by considered for appointment to the rate of Professor with tenture.

Salary and benefits will be commensurate with qualitic atoms and experience. The University of North Carolina is an equal appartmenty employer and encourages applications from women and runnormes.

encomages appearance from women an nanotation.

Monitorious and apple arous would be sent to Professor Hishard Saloway,
Chur, The Uerversity Librarian Search Committee, Department of Hosto-ry, Hamilton Hall, Ch. 2019, The University of North Carolina at Chapel Hill, Chapel Hill, NY, 2019-1193

Applications should incline a letter with a complete statement of qualifica-tion, circiculum vitae, and the names, addresses and relephone numbers of four professional references. The Committee wall begin in review applica-tions after I March 1992.

ananamentalika kata da opanamentalika da nananamentalika da nanamentalika da nanamentalika da nanamentalika da

Director

Graduate Program Physical Therapy

Graduate Program Physical Therapy
The MGII Institute of Health Professions brets
applicators from insersed persons for the
applicators from insersed persons for the
position of Director of the Graduate Program in
Physical Therapy. This stullenging position
in which persons the program of the
program. The Program is insegnated with the
program. The Program is bregated with the
program. The Program is bregated with the
other than the program is program of the MGII, and institute of the program of the
coughtion in patient care, choicalon and tessarch.
The Institute is an autonomous educational
institution on the campus of the Massachusetts
Grazum Hospital and is an interdisciplinary districts
cholombia in Nysical Therapy, Direttick, Philos,
Nutring, and Speech-Language Pathology.

The successful and districts with the prophered

The successful candidate will be a registered physical therapist, possess an earned doctorate degree, an easiblished record of achievement in teaching and research, and successful creative administrative and leadership experience comme stantistrative and leadership experience comme stantistrative and leadership experience comme

The position will be available on or after July 1, 1992. Letters of application and a current Curriculum Vitae should be sent to Judith A. Lewis, PhD, Chair, Search Committee, MGH Institute of Health Professions, 15 River Street Boston, MA 02108.

The MGH Institute of Health Professions is an equal opportunity/affirmative action eraclover.

For the Good of Mind, Body and Spiritl

THE MGH HEALTH AFFILIATES

Many Parties and Periods Televary I, allow Parties Professor of Hours' Through Parties Parties

CENTER DIRECTOR Capital University

Adult Degree Program Cleveland Center

Capital University, Columbus, Ohio, seeks nominations and applications to the Oinctur of the Cleveland Center for The Adult Degree Program, Qualifications for acceptable candidates include:

calisms for acceptable cambinets recitable:

a Pst.D. in an acceptable cambinets recitable:

a Pst.D. in an acceptable cambinets of the properties of the pst. Pst.D. in a calcimic discipline at Pst.D. in an acceptable cambinets of the pst.D. in a calcimitation of the pst.D. in the

and the second s

Applicants abould loward a letter of intent stating their philosophy regarding adult learners, a resume, and names, addresses and phone numbers of three references to:

Doan, Adult Learning and Assessment 139 Renner Hell Capital University 2199 East Melin Street Columbus, Oltin 43209

Decelline for applications is February 1, 1992. Position begins on June 1, 1992. Salary and irringes are competitive.

University of Arkansas for Medical Sciences **Director of Academic Computing**

Director of Academic Computing
Paranta per has autor Vacander in Computing
Paranta per has autor Vacander in Computing Season 20 Private Language
bit is darving development, injectional and contents of program and landies to
support the Audion (employ plantation) and contents of program and landies to
subject to the Audion (employ plantation) and contents of programs and landies to
subject the Audion (employ plantation) and employed programs with
subject to a facility of the Computing private programs and landies to pulsate the contents of the
programs of the Computing private programs and landies to pulsate private programs with
the Audion Vice Conceils programs and landies to pulsate the contents of the
programs of the Computing private programs and landies to pulsate the contents of t

Mulic. Votes. Associate Professor of Votes Associate Professor of Votes Associate Professor of Votes Associate Professor of Votes Associated V



Coverage of breaking news that affects higher tion—from state capitals, academic conferences, and

every week in The Chronicle.

Director, **Administrative** Computing

The University of California, Son Diego is recruiting for the executive position of Director, Administrative Computing. As Chief Compus Officer for Information Systems, the Director will provide overall direction for the development, implementation and operation of UCSD's financial, student and personnel systems. The Director is responsible for the ongoing development and implementation of a comprehensive computing plan for meeting UCSD's core administrative information systems needs. Provides direction to the compute on needs and apportunities for the contract of the computer on needs and apportunities for the contract of the computer on needs and apportunities for the contract of the computer of the contract of the co riovides artection to the computs on needs and opportu-nities for the opplication of computing and communica-tion technologies and makes recommendations regarding timedables and resources required to take advantage of new technologies os needed. Reporting to the Vice Chancellor, Administration, the Director represents the campus on systemwide administrative computing issues Will consult routinely with the Directors of Instructional Computing, Telecommunications, Medical Center Information Systems and Network Operations to ensure optimal use of compus computing resources and efficient opplication of new and existing technologies to compus

Requires leadership ability, extensive management experience in directing a large group of highly-skilled employees argaged in the development, aperation and maintenance of sophisticated computer applications; strong technical knowledge in computer hordware components and communications. Ability to develop and execute long-term strategic plans; administer Integrated information systems, preferably in an Institution of higher education; plan, organize and execute multi-year projects with critical timelines and significant consequences; excellent communication skills. Salary commensurate with experience. Send resume referencing jab #15991. D by 2/28/92, to: Poulo Doss, UCSD Personnel Dept. 0922, La Jolla, CA 92093-0922. AA/EOE.

UCSD

San Jose State University **University Housing Services** Assistant Director for Residential Life

(Student Service Professional III. 12 month, \$34,000) Position Reference Number: PD 91035

Responsibilitiest Assisti the Associate Okector in all aspects of Residential Life; judicial systems, programming, leadership develop staff selection and training, summer conference housing, student

Qualifications: Master's degree in student personnel or related Beld plus lines years' progressive full time student services experience preferred. Sentitivity loward and experience in working with ethnically diverse groups is beneficial. Strong administrative and programming skills, leadership and supervision abilities.

Further information: For comprehensive tob description and SJSU application, contact Joan Marie Scott at 408-924-6160.

Applications: Mun be postmarked by January 31, 1992. For consideration, forward SJSU application (required), cover letter, and reference list in:

Reual Deporturary amono, w.

Musica Assistant Professor of Cello (gending funding). Nine month, tenure track positive beninsian Fall 1992. Tesching includes usfolio cello, soperajor contrabusa and utilisa methods. Other duties determined by departmental meets and candinated to the contrabusation of the cont

The Copital Planning & Budgating Office of tha University of California, San Diego, has the following

PROJECT COORDINATOR

Individual will report to the Director, Copital Planning & Budgeting and be responsible for the early development of UCSD's Major Copital improvements. Competitive condidates must demonstrate substantial knowledge and experience in the coordination and supervision of capital projects: knowledge of soare planning, space utilization, larminology and capital funding mechanisms. Succinel communications and supervisory skills assential. Advanced degree with mojor work in planning, education, business adminis-tration or architecture with related experience in a university setting and supervisory experience preferred. Hiring solary: \$45,700. Job #362D2

FINANCIAL ANALYST

Individual will report to the Director, Capital Planning & Budgeling, and will prepare the campus' request for external financing, prepare financial feasibility analyses for selected projects, track and monitor the status and terms of existing compus indebtedness, advise units as to payment requirements and terms of indebt-edness, calculate interest during construction, prepare raquired Regants Items for opproval by the Finance
Committee, Competitive condidates must demonstrate substantial ond progressively more complete profes-sional knowledge and experience with capital devel-apment and financing capital devalopment. Requires Bochelor's degree with mojor work in finance, business administration or occounting; Moster's in Business Administration at Economics preferred. Demonstrated experience with other institutions of higher education ond/or other public sector/tax exempt entities essen-lial. Hiring salary: \$41,500. Job #362D1

For consideration, please sand resume, referencing oppropriate job #, by 2/7/92 to: Poulo Doss, UCSD Personnel Dept. 0922, to Jollo, CA 92093-0922.





Director **Health Services**

Ohio State Invites nominations and applications from experienced health care professionals to direct the Student Freshik Service, a fully accordingly multipocially southern health care program providing services for \$5,000 undership students, the Citectual are appointed for comprehensive management southern students, the Citectual are appointed for comprehensive management health program for a diverse student population; reported to the Very Undership interpretation of adverse student population; reports to the Very President, Survival Afalin, Salary is negotiation.

Requirements: M.O. on advanced professional or gasticus of organization consistency of the professional or gasticus of organization confidence of the case of the programment of the case of the professional organization health case setting, seperated in human setting, framed in management and past of pastery management pastery of the pastery of pasters of the pastery of the pastery of pasters of past

servica delibery desired.

Nomirations/applications: Servil cover letter with bilet statement of vision for future of health care delibery, specifically for college students, plus a returne to Port Attyr. A public, Chair, Search Committee-Oriector, Student Health Servico, OSAJ, 201 Chilo Urkon, 1739 N. High Str., Columbus, OH 13210; materials though the recorded by reformany 28, 1992.

The Ohio State University is an Equal Opportunity, Affirmative Action Em-loyer, Qualified women, minorities, covered vetorans, and disabled individu-is are encounged to apply.

Marks Commentential Proofs Symphoger Contracting, Activity Theory Parkey, 1971. State of Committee, Catalance Indian State of Symphoger Contracting, Activity Theory Parkey, 1971. State of Committee, Catalance Indian State of Symphoger Contracting and Committee of State of

DIRECTOR, ANNUAL FUND

ITION: Builer University seeks an experienced, well-organized person proven leadurship and land-rabing shalls to plan, implement and evalu-tes comprehensive annual giving program. The Officeric will be part of the versity's pushessianal advancement team and will supervise two assistants cell as advancement suburients. Travel required.

QUAJIFICATIONS: Bachelor's degree; prine's years of progressively more responsible lumi-tailing experience, preferably in higher chication; along uppervisory, communication and interpersonal skills; substantive priven wi

DIRECTOR, CORPORATE & FOUNDATION RELATIONS

POSITION: Buller University seeks an Individual who has successful experience in a foundation and corporate relations program and who is familiar with higher education. The Oliverous is supposible to writing and presenting hundation and corporate grant proposals on behalf of the University and for coprollasting an overfill program of identification, cultivation and solicitation

QUAIIFICATIONS: Bachelor's degree; at least tour years' experience praferred in developing proposals and approaching corporations and foundations; excellent verbal, writing, editing and organizational skills; high degree

Catalbited in 1855, Buller is a growing, independent University located on 290 axes; in a distinct, beautiful near-nothside indenapolis. 290 axes; in a distinct, beautiful near-nothside indenapolis. Enrollment is me beautiful near nothside indenapolis properties of population in 30,000; and the endowment exceeds 150 million. Buller has received 447.5 of its 375 million capata campaign goal and has recently sympleted several exciting controllers and monovaling projects as part of its 'unipleted several exciting controllers and monovaling projects as part of its 'unipleted several exciting controllers and monovaling projects as part of its 'unipleted several exciting controllers and monovaling projects as part of its 'unipleted several exciting controllers and monovaling projects as a part of its 'unipleted several exciting controllers and monovaling projects as a part of its 'unipleted several exciting controllers and monovaling projects as a part of its 'unipleted several exciting controllers and monovaling projects as a part of its 'unipleted several exciting controllers and monovaling projects as a part of its 'unipleted several exciting controllers and monovaling projects as a part of its 'unipleted several exciting controllers and monovaling controllers and 'university' of the controll

TO APPLY

Fur of the position, send résumé and letter miterencing the position to: Rebec-ca L., Guttstein, Employment Manager, Buller University, 4600 Surset Ave-nue. Indianapolis, IN 46208. Both positions available Immediately.

Women sed minorism encouraged to apply, Butter University is an Equal Opportunity, Alforniative Action Employe



DIRECTOR OF FINANCIAL AID THOMAS MORE COLLEGE

Thomas More College is a four year liberal erts college affiliated with the Calcholic Church. The College is located in horstern Kentucky, 15 infinites from Cintonia, (Now The stronglasses in 1300 feeduling full time residence, commisters, and per students in the vertice and evening programs. The College has the subsides in the vertice and evening programs. The College has the strong repulsion for preparing undergraduates for professional unit protester stock) pleasements as well as employment.

ment. To Director of Financhi Ald raports directly to the Vice Prediction of Student Development. The Director is responsible for the administration Student Development. The Director is responsible for the administration study and stediministrated and programs including gental. Isonat. work-shally and stediministrated the control function of the programs and state of deciral registration, Assility to correct function and programs and state and deciral registration. Assility to correct function of the control desired development and comments to the control of the control desired development and comments of the control of the control desired development and comments of the control of the control desired development and comments of the control of the control desired development and comments of the control of the control desired development and comments of the control of the control desired development and control of the control of the control desired development and control of the control of the control desired development and control of the control of the control desired development and control of the control of th

Candidates should submit teller of interest, résumé, and three references by February 3, 1992 to Director of Personnet, Thomas More College, 333 Thomas More Parkway, Crestview Hills, KY 41017.

Women and minorities are encouraged to upply Equal Opportunity Employer

FOR SALE

- COMPUTER SYSTEMS
 CORMITORY FURNITURE
- AUGIO-VISUAL EQUIPMENT LAHORATOBY SUPPLIES LIBRASY MATERIALS
- GROUNDSKEEPING TOOLS
 OFFICE SUPPLIES AND FIXTURES
- ATHLETIC EQUIPMENT

- 107

THE EQUIPMENT you're no longer using un your campus may be just the thing that business managers ur laculty members at other institutions are looking fur. Let item know about your surplus material. Use The Chronicle's Bulletin Board pages to get the word uniaming our more than 400,000 readers at niver 3,500 colleges, universities, and other organizations.

They're sure to see your listing. A recent survey found that almost 9 out of 10 of our subscribers look at the Bulletin Board regularly. And our "Fur Sale" section will always start on the first Bulletin Board page.

The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

DIRECTOR

Institute of Global Conflict and Cooperation

UNIVERSITY OF CALIFORNIA

The University of Chifferin wires, apple attent and invasions for position of flirevier of the Institute on Chiefat March 2000 per position of Heronic Order Institute on Chiefat March 2000 per position of Heronic Order Institute Chiefat March 2000 per position of Heronic Order Institute Order Institut conpertaint which promes to solve problems threatening would preserve for Candidate numb to qualified for appointment as a sensite firstly metals of the University of California and the Prepared to assume the deceasing of the University, the current learning of the Institutes, the current learning of the Institutes, the California, through the Chancelor of the San Depos current. The Transport of California, through the Chancelor of the San Depos current. The Transport of the California, through the Chancelor of the San Depos current. The Transport of the California, through the Chancelor of the San Depos current. The California through the University of the California through the University of the California through the University of the California through through the California through the California through the California through thr

IGC Serreh Committee Peofessor Laura Tyson, Chais o'c Asio McCloin, Coosidinator, Receasch issues Office of Acudemic Affiche University of Califosula Office of the President 190 Lakesitet Divise, Jish Photo Oakinal, CA 7402-2550

Candidates who would their complete applications by April 3, 1992 will consideration. The position is available July 1, 1992.

The University of Uniforms is an Equal Opportunity, Affirmative Artists Employer.

Center for Quality and Applied Statistics Rochester Institute of Technology

DIRECTOR

Rochester Institute of Technology (RIT) invites applications and nominations for the position of Director of the Center for Quility and Applied Statistics.

The candidates must hold a doctorate or equivalent and qualify for appointment as a senior faculty member in RIT's College of

The Center has a graduate program in statistics as well as nondegree programs in quality management, quality engineering, and industrial statistics. Internationally recognized for its quality and productivity seminant and contract training programs, the Center has a faculty of highly qualified individuals with extensive industry experience.

Successful candidates must possess leadership ability, cuistanding interpersonal and communication skills, significant business/in dustrial experience, proven scholarship, and demonstrated

effectiveness as an entrepreneur. Applications and nominations should be submitted to:

Dr. Richard Reeve, Chairman of the Search Committee

Head, Department of Industrial Engineering Rochester Institute of Technology, James Cheason Building P.O. Box 9887

Rochester, NY 14623-0887

RIT is an equal opportunity/afformative action employer. Ability of applicant to countries in meaningful ways to the College's continuing commitment to rained diversity, pluralism, and individual differences is strongly preferred.

aby Employee and encourage the contract of the

and Emission and encourage the last hardy and posterior of conceiving the process of the process

RULLETIN BOARD: Positions available

CHALLENGING CAREER IN TESTING HEALTH/EDUCATION RELATED FIELDS

Educational Testing Service (ETS), the notion's leading educational testing and measureme

SENIOR NURSE ADMINISTRATOR

Responsible for directing and managing a netional program in nursing. Specific duties will include providing leadership for test development and research activities, overseeing all components of the test administration process, and serving es the primary liateno with the clear.

The accessful candidate will possess a Master's degree in Nursing, Doctoral preparation is preferred, stong with alx years ordinitistrative and management experience that houbse demo-strated compessions and leadership baltity in the areas of admiristration, instead imagegrams, educational greaturement, systems, and research in addition, the quelified candidate should elso be intelliar with computerized adequative testing issuasprocedures.

ETS offers a stimulating environment lor growth and achievement, plus outstanding benefits and salary commensurate with experience. For confidential consideration, please send your resume, industing salary requirements to: MB. 9ANDY DeAMGET.

EDUCATIONAL TESTING SERVICE Rosedale Road, Princeton, NJ 08541

Equal Opportunity Employer Women And Minorities Are Encouraged To Apply



BAYLOR UNIVERSITY

ATHLETIC DIRECTOR

Baylor University in Waco, Texas is requesting applications for the position of Athletic Director of the University's Athletic Programs, Baylor is a member in good standing of the Southwest Athletic Conference and is an NCAA Division 1-A ty. The position will be vacant on May 31, 1992 and it is the University's intent to have a successor named by the end of April 1992. Salary and compensation commensurate with experience and qualifications, comparable to other division 1-A

Resume and three letters of reference must be received no later than February 2D, 1992. Send to:

Professor David M. Guinn, Chairman Faculty Athletic Council Baylor University School of Law P.O. Rox 97288 Waco, Texas 76798-7288



Baylor University is an Affirmative Action/Equal Employment Opportunity Employer and is under the patronage and general direction of the Baptist General Convention of Texas. Minorities and women are encouraged to apply.

COMMUNITY COLLEGE OF SOUTHERN NEVADA

formerly

Clark County Community College

Las Vegas, Nevada

ASSISTANT TO THE DEAN FOR CLINICAL SERVICES

DEAN FOR CLITICAL SERVICES

BE Clipk doministrative assistant to the beam with responsible for appersion and amengament of non-palmin cure personnel and the operation of the Canadé. I linewal fluidht Science Content content on the content of the Canadé. I linewal fluidht Science Content content on the Canadé and Les Vegas. The Assistant in this Pour in responsible for the Pour Science Canadé and the Family from the Canadé and the Canadé

plitary education in huperinot.

Guilficilionis hacheior's despre in Health Services. Husbress Administration or similar degree recurring grantstee despree preferred. Bullential or similar degree recurring the administration of hillard sellent, flowering the properties of health almost predictables. Roowledgealth submil librid party payment procedures and sealth information mulargement continuously cridingle expectator die-

A completed application intust include in letter expressing qualifica-

ated within He past two years. Deadline for nppli- 1992. Starting date will be negotible. Salary is plication material to Personnel Office, Communi- nation of the Community of the Avenue, North Las J. AAPCOL.	
and the state of t	You can send y

and sparith uptil requested. Fermal retification of the properties of the properti

term browly and author) committed in the committed of the

one other nearliest execution. In port and a contract the contract of the contract to the contract of the contract to the contract of the contract to the contract of the cont

Director

UNIVERSITY OF IOWA MUSEUM OF ART

SEARCH REOPENEL. The University of Issue Museum of Art, a modern SUDD squeet, but inciding minimating collections at the Lighter quality 200 Museum perce shares constituented in a community high reporter of the str. The Director, reporting site by Vice President in Academic Affairs, pro-cless you factorised, including the Art of the Control of the Control of Affairs, pro-cless you factorised including the Art of Street Institutions and sufficient to the Control of the Art o

various emultimentes.

[Parifications Include repropriete Minier's or decloral degree and updatential secturi-level experience are underetty, public or grivate museum, with progressive recognosibility for administration, objectione imagement, field risking, porgans investopment; mel satal imagement. Also required me outstanding communication skills and military to work clientively with diverse entities, excluding and extramentity groups. Solarly highly competitive. Address resumes and legislation in conditione to:

Fredn Mindlin Oppnennity Resources, Inc. 475 Filith Avenue New York, NY 10017 FAX: (212) 686-4863

The University of Iown is not Affirmative Action, Equal Opportunity Employer Women and adaptibles are encouraged to apply.

Romal, Maccon, Heorpia J.1297. Women and nitionity considers are encounsed to Spi-ley. AsAPELE:
Native American Studies. MajournStillute Page AsAPELE:
Native American Studies, Montanu Silon Interestry inviters populated under the Interest Interestry inviters populated from the Interest



your ad copy to The Chronicle's Bulletin Board anvtime!

By FAX

Jy FA.A.

Just call The Chronicle's FAX number, [202] 296-2691.
For more information and to verify that we've received your copy, call our regular number, [202] 466-1056.

By telephone:

Our Bulletin Board assistants will be happy to take your advertisements dictated over the telephone. We'll doso any day of the week right up to 2 p.m. Monday—our weekly deadline (except for holidays). Just eall: (202) 466-1050.

By mail:

Dy IIIIII.

Simply seed the copy for your advertisement to the address below. You're likely to find the mails especially coovenient when your copy is ready on a Tuesdy or Wednesdy. From almost anywhere in the United States, first-class mail seet on either of isless days will reach us in time to make nur Mooday deadline. Seed your ad copy to:

Buffetin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

LIBRARY San Francisco State University

ASSISTANT UNIVERSITY LIBRARIAN FOR MEDIA & PRINT ACCESS. Manages the activities of the Loan, Document Delivery, Current Periodicals, Reserve Bock Stacks Maintonance, and Modila Accessurits. Plans organizos. Reserve Bock, Statel Matrinorance, and Morila Accessuritis. Plant organizace, budgets, direct and evaluatise programs, systems, searches, and possonet. Per-fections as a member of the Library's menagement team and estatis is a sharing library-velope picties and programs. Coordinates communication with all loyake of staff, with other AULA, with the University leasily and other staff, with other AULA, with the University leasily and other plant of the programs of the staff of the sta

COLLECTION DEVELOPMENT/ACQUISITIONS COORDINATOR.

Toruse-track position. Reports to AUL for Reader & Technical Services.
Coordinates and manages collection development activities. Perticipates in explorational innovative means of materials end information access. Administers and supervises the centralized acquisition of library materials. Key participant in implementation of GEAC/Advance Acquisitions and Serials subsystems.
Recuted: MLS from ALA institution and minimum of 5 years professional experience; superfororganizational, managarial, communication, supervisory, financial management and interpersonal skills. Collection development ce required seculations experience biobly desirable. Salary \$65,996 min., DOQ. Positions will be filled subject to final budgetary approved

Send letter of application; current resumo; and names, addresses and phone numbers of 3 references to: Par Forsyth, Personnel Asst., J. Paul Loonard Library, San Francisco State University, 1630 Holloway Ave., San Francisco, CA 94132, Postmark deedline for both positions; March 15, 1992.

SFSU is an Equal Opportunity/Affirmative Action Employer

1997; demonstread intentions in teaching to make content of the property of the content of the c

erem preference. AAPEED numburer.

Noving The University of Milinistical bedeeler, Capatin invites and policiation for many policiation for the control policiation for the control policiation of the control pol

Resul Opportunity United Sec. MAPTINY.
Number College of the Referenced in Envise.
Lellarith, a peter levering instruction.
Section Signals in Hered. Belling the section of the Section Signals in Hered.
With instruction and India with instruction and India section of the Section Signals (Section Signals Section Sect

Screening and Conlarge Control of Control of Control
of Control of Control of Control
of Control of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control
of Control





Program Managers for the Illini Union University of Illinois at Urbana-Champaign

Applications are now being accepted for two positions of Program Manager for the Illini Union at the University of Illingia at Urbana-Champsion.

Program Managers at a members of the Program Department and raport directly to the Associate Director for Programs. Areas of responsibility for the five Program Managers include such activities as Mom's Day Feshion Show, Dad's Day Variety Show, craft fairs, films, art gallery, art as les, trevelogues, Block I cheering section, celender book, concerts, lectures, Fell and Spring Musicels, Cultural Events Committees, College Bowl, Internetional Fair, etc.

As an advisor to student volunteers, the Program Managas works closely with members of the Illini Union Board. providing them with: advice, input and direction on recruit ment; parsonnel management; leadership devalopment; program planning and administration; and on-site events and program operdination. As a manager of programs and budgets the Program Manager: maintains complete records for reference and continuity maintains financial records and prepares nacessary reports; communicates University and State policios, evaluations and procedures to the volunteer staff: and serves as finison with other departments and University units. Weekend and evening hours required.

Minimum Qualifications; BA required, MA preferred plus two years experience in student activities programming as a student or professional and possession of a ganuina commitment to multiculturalism. Experience in a college union/student activities is preferred. Ability to relate to and work with diverse students is assential.

Positions are full-time with a starting date of Juna 1, 1992. Salary commensurate with experience,

In order to snaure full consideration, a letter of application resums and three letters of reference should be sent to:

Hank Walter, Chair Program Monagers Search Committee University of litingia 284 Illini Union 1401 West Green Street Urbane, IL 61801

Deadline for receipt of application materials is February 7. 1992 or until a cospteble candidates are identified.

The University of Illinois is an Affirmative Action/Equal Deportunity Employer.

The Illini Union

DEVELOPMENT DIRECTOR

The Colfornic Council for the Humanites seeks a Diverce of Development to design, robusts and manage and Council's hard-salaring activities, producing an operation of the Council's hard-salaring activities, producing an operation of the Council o

Neurige a christicat/associam Professor of
Intelligent Professor of

According registers, Persona register la ser la registera del constante la registera del constante la registera del constante la registera del constante del constan



KALAMAZOO COLLEGE Director of Libraries and Media Services

Kalamazoo College, a highly selective liboral arts college, seeks a resulter, future-uninteed diluctor for its Upplorn (horzy). Lost Both of Kalamazov, Michael (horzy), Lost Both of Kalamazov, Michael (horzy), Lost Both of Los

culcusion in both densetts and international stellings.

The library, which a collection of over 285,000 units of print and nun-pillingular provides the scholarly resources for an increasingly offence pairon and provides the scholarly resources for an increasingly offence pairon of the collection of

internet accessible. Regonithment of the staff and service of the Ilbary, its separately located media center, and the college achieves the Ilbary, its separately located media center, and the college achieves the staff of the

that twelvel-months contact is neglotable depending on quantications. The successful condidate must have an AA-accredible MIS with several years of administrative experience in an academic library: leadership in building a collection bulaned with respect to discipline; and media; sub-startial experience with on line public access cailogs and electronic information resources; strong interpendent skills, a strong severe confension, and victionunstrated undestanding of the role of the library and media services in a varial, liberal arts college.

in a small, liberal and college.

Application, Applications housed include a letter of application, a complete resume, and the names of reterences. Review of applications and nominations will begin february 14, 1992, and will continue until an appointment is made. Please senti all correspondence to Personnel Office, Altri: M. J. La Planto, Kalamazoo, Michigan 49006.

An Equal Opportunity, Affirmative Action Employe

The School of District of Kenses City, Missouri CAREER OPPORTUNITIES IN EDUCATION

NEW POSITIONS Join a national lander in Education. The School District, of Kaness City, Measure is a multicularuit, multi-attrice urben district of 30,000 students involved in major adjustant changes designed to entinens class the school of the properties of t

PROGRAM EVALUATOR

Desifications:

1. Mostar's degres with an emphasis in educational research and eval-uation or in a coolst science field.

2. Two years' operations designing and implementing program ovalua-tions or educational research studies or related apparatus.

biosi or restauration manus emparta para preparating program noelau-porture program in the contract parameter param

An Equal Opportunity Employer/M/F/H/V



Co verage of breaking news that affects higher education -- from state capitals, academic conferences, and campuses throughout the country and the world ---

every week in The Chronicle.

Director of Student Life University of Colorado at Denver

The University of Codorado at Deriver invairs, applications and nomination for the position of University of Student Ute, UU-1 leaver is a public, what, commuter institution or with a saudem cutofflinent of approximately one milion, besteed at the frior of the Box ky Monthams.

line, besteld at the time of the Yoo ky Mormatians.

The Direction of Mondon His requires to the American West Committee for the Posterior of Mondon His requires to the American Atlanta Offers. The Direction of Mondon His register of the Committee for the Committee for the Committee of the Committee for the Committee of the Com

cies, the United prevents hashedup level-quotest apportunities for united to the control of the

Application Procedure: Applicants should submit a letter of interest desting their qualifications and oriestant experience, a viz, and atoms as let-most interest to the procedure of the procedure of the orientees. Further will be given in effective of the procedure of the procedure of the application for Patricla Reconst. Carp., Noverth Chan, University of Colorido D between, Campan His vi 17, P. C. Ulm vi 73,04.1, Fureer, c.10 w207,384.

satary: 1 nor to trial S M°s.
This position will start on Apail 1, 1912 or as used, thereafter as it possible, given the readshare's current prodessential obligations.
The Universary will soluted as I between communeral to enhancing the develop of its administration, the only and wall, and compiley encourages seek artistics of and applications from women and members of echaic mostry groups.



Director, DUKE MEDICAL CENTER LIBRARY

Date Medical Centel sacks a creative und internative Literature to the position of Discoto, Date Medical Centel cliency. The Discoto is suppossible to discoto, Date Medical Centel Lilency. The Discoto is suppossible to managed, pin and evaluate the sarvices of the part questions successed you in managed, pin and evaluate the sarvices of a 26,000 volume sended center calculation with a boundary of 25 a finalizes and 24,000 volume sended center calculations with a final center of the control of the center of the cent

Qualifications house on minimum of 3 years experience in filtrary analytic information sciences work in a biomedical setting and several years of information sciences work in a biomedical setting and several years of administrative lessonability. Storon (searters) in, managerant, communication and lackholical skills are required. Knowforkpo of curront information betrotroples and compostered literary septions is precessery, in Al-accessed MLS and conflictation by the Medical Library Association are preferred.

Salary commensurate with experience. Applicants should submit their resum , Salary commensuate with expensers. Applicants stream, serior and the names, addresses and blegdroon numbers oil lines relations to. End R. Patruse, Ph. D., Saench Committee Cheit, cof Ms. Mary Actes, P.O. Box 3701, Duke University Medical Centes, Docham. NC 27719. Applications will be envised beginning March 1, 1992 and will continue until the position is fitted.

Buke Unibersity Medical Center

Dutes University is An Equal Opportunity)

there for the course in the same of Chinflows and a record of teaching starteforch
flows and a record of teaching starteforch
flows and a record of teaching starteforch
for the course of the cours

MONTANA STATE

Director

Opening for individual to manage faculty and student officers on the scenic uppor deaths blascula Cempus Profition combines administrative and faculty securidate. Secondary for the scenic scenic and secondary secondary of the scenic scenic and graduate program in rural manuary. Clotical material is in remain control of the scenic scenic

Vet preference AA/EEO Employee

Hebraica Cataloger

Reporting to the Head of the Judalea Division (a vertically integrated unit). Works pri-marily in the area of technical services with emphasis on materials in Hebrew. Performs un-line utiginal catalogus curering all areas of Jewish Sindies. Assists in collection devel-opment and in reference service.

opinion and in reference service.

A world class collection of Jewish Studies materials, located in Whiener Library, the Division maintains comprehensive collection development, technical and public service.

programs.

Requirements: MLS from an ALA-accredited library school or its equivalent, or at least Begitrements MIS from an ALA accredited library school or its cipitadent, or at least unit year's cataloging experience working with theirale in an integrated on-line research library environment required. Finent Hebrew and English required, reading knowledge of DCLC, ACACA, LC classification and single: headings systems, and MARC format equired. Affilially to learn quickly, communicate effectively, and finite too with considerable amounty within a fase-paced, god-oriented, productivity-conscious environment. Anticipated Hirring Sadary mid 50's Antiliable: immediately Major Benefits: One month swarching generous builday and isskel enve cluttee of health plans, denni instance, Iffe insurance, University-funded Retirement income Plantaling and the continuous months of the control of the contr

Action and Equal Opportunity.



Harvard College Library

MEDICAL DIRECTOR

Eistern State Hospital and Eastern Virginia Medical School are seeking a physician committed to public service and to community and hospital psychiatry for a juint appointment.

RULLETIN BOARD: Positions available

SCIENCE/SCIENCE EDUCATION

PROGRAM ADMINISTRATOR

Educational Testing Service, the nation's leading educational research and measurement organization, seeks a qualified Program Administrator to work in concert with senior staff to direct NAEP projects for the Center for the Assessment of Educational Progress.

The qualified candidates will assist the NAEP assassment development group in overseeing and monitoring science and other assassment development and operational sciuties. Primary proposal billion will include satisfact in the preparation of science sensessment materials and/or operation of the proposal science of proposals, of stilling revisions for NAEP publications and writing outlines appeared for may obtained and additional science of the proposal scienc

Regularments include a Master's degree with emphasis in science or science education or an equivalent combination of advocation and experience, plue a minimum 4 years syperiance that includes expoure to administration, assessment development, advocational measurement, attributes an applysis and operations. Background must include at least 2 years of progressively maporable performance in administrative or professional functions.

ETS offers a stimulating environment for growth and achievement, plus outstanding benefits and salary commensurate with experience. For confidential consideration, please send your resume and salary requirements ic : MS. SAIND TORANGELO.

psychiatry for a junt appointment. Located in historic, charming, Williamshurg, Wigunda, Ilih 218 year old (CAHO accredited, 900 bed hospital, Imag committed to squality care and community based purgarias, provides traditional to adult, fidil, adulescents, and gerlatry patients, including hornesics and arute adults-tions, in a cultivarily diverse setting.

EDUCATIONAL TESTING SERVICE

Rosedale Road, Princefon, NJ 08541

Equal Opportunity Employer
Women And Minorities Are Encouraged To Apply

This joint appointment provides oversight for a training program with psychiatric residents and other health care protessinguls. Both facilities see in Tidewater, Virginia, loss than 3 hours from Washington, O.C. Opportunities available for consulting and for research. Salary negotia-

on.

Qualifications: Candidate will have significant dynamistated experience in public baselid and community psychianty and administration; eligible for or licensed as a physician in Virginia; and has knowledged in an experience with ICAIII.). Experience supervising medical stall residents and other health care professionals in a frequencial string profession. Hense furward CV and three current references before february 24, 1912

> Julin M. Pomet Usopital Dino (or Eastern State Hospital P. C. Hos 879) Williamshurg, VA 23187-8791 (801) 253-5241 FAX (804) 253-5065

AA/EEO, Minorities, Fernales and Disabled encouraged to apply.

UNIVERSITY

College of Nursing Campus

cos to
Search Committee
Missouis Cempus Director
Collage of Numing
Montana Sists University
Bozeman, MT 59717-0356

Testing with 3 years at this core of the state of the sta

Claremont/McKenna College

ES



DIRECTOR OF ALUMNI RELATIONS

The illustrate is responsible to the development, pluming, and luminosities and amount programs, and conditions, with the precitive of the plumin avaccidation, the respective consumities, or the located of three-bars, the remainement of the claimst association. Other responsibilities thus, the remainement of the claimst association. Other responsibilities thus, the constraint in minute are remained to the responsibilities and travel entitle the state of the remained coordination of results up of the programs chapter satisfaction and constitution of results up of the programs chapter satisfactions and constitutions of the programs.

Clarenous Couration.

Clarenous Mrkkousa Gullege's a highly selective, private, thereigh at the college with supplies the moles disho and crossrates. It is me up the flow undergraduate hastlantian that with the Clarenous Confluence Scientific Courage and Courages, Newtow of supplies and confluence and the Clarenous Confluence and Courages, the confluence of supplies and confluence and the position is their CACC is an ARKO requiper.

Send better of application and resumé with salary history to Barlum J. Camill, Director of Personnel, Clatemout McKenna College, 500 East this Street, Claregoon, UA 01711.

DEVELOPMENT DIRECTOR

Development Director of \$1.4 million opera company, Frinary list-nert with Doard of Directors: provides strategies for fund-rating pro-grams; those lists and state provides a strategies for fund-rating pro-grams; those in some state provides and state of the state provides and state of the state of the state of the state of the Computer skills, Filmhum 3 years' experience in development, Selary \$3,000 + Sen drasum to:

etei: Association netrefined Coprelanted horgans in Herielics. Assistantes sociate professor positions position resultable Aspara (Parkette and Parkette and Park



Lists of the letest books of interest to Academescholarly books and books ebout higher education ---

every week in The Chronicle.

BAYLOR UNIVERSITY

DIRECTOR OF STUDENT ACTIVITIES

Baylor University is seeking applications for the position of Director of Student Activities. This position directs several Student Life departments in stacking the days of episheseing the overall student seeking the seeking stacking the seeking seeking the seeking seek

Requires Mester's degree in College Student Petsonnel, Higher Education Administration, or related field. A Doctorate is preferred. Requires five or mosy separ directly related prefessional experience is higher education, including three or more years arrangement experience with complete or or one or present the pres

Send resume and three letters of reference, by January 31, 1992 to:

Personnal Services and AA/EEO Ottice Baylor University P.O. Box 97053 Waco, Texas 76798-7053

Baylor is an Affirmative Action/Equal Employment Opportunity Employer and is under the patronage and general direction of the Bapilst General Convention of Texas: Minorities and women are encouraged to apply.

ALLEGHENY COLLEGE MEADVILLE, PENNSYLVANIA 16335

Allegheny College seeks an agardround MoT Isty programmer to a construction of the college of t

asperience in food service management and college-level peaking. ADA methodocologic or the peaking. ADA methodocologic or the peaking and appropriate the peaking of specification on suitification and capari-ence. Screening of specients with beats Agarch is and complete until a suitable caparity of the peaking of the pea Station, Grind Foria. North Union 2002.

Occupation of provides in Humanita of station in America of the Company of the Compan

references to Search #94-13, Senteh Cyp-mittee Chairperson, University of New 478-vote, 300 Connge, Avenum, West Haven, Connection 19516. Desdite to apply it filled. The University of New Haven is at Affiguative Action, Equal Opportunity Employer.

were the following in problem pour Annals in the Conference of C

HUMBOLDT STATE UNIVERSITY Director of Plant Operations (A Non-Tenured Administrative Position)

Itombale Gue Libristij nedv. 2 Diegen e Bun Oceanosa. 12 m. 12 m.

there to wirely are especially encouraged to apply.

RESPONSHILLIUM: Include managing the programs, acrivines, petronnel, holigot, and physical resources of the operation, materiance and repair alonger, and physical resources of the operation, materiance and repair alonger, and physical resources of the operation, materiance and repair alonger, and physical resources of the operation of the ope

MINIMUM QUALIFICATIONS
EXPERIENCE AND EDUCATION Bachelor's Degree in Engineering. EMPERINNÉ; AND EDUCATION, Bachedor's Degree, in Engineering, Business Almangeon, in Judic reviews program, who performs for Business Almangeon, in Judic reviews program, who performs for the property of the

SALARY rate with education, experience and qualifications.

APPLICATION
Inserned rankdages should provide n letter of application addressing the minimum qualifications; a returné, and names, addresses and phuce numbers uf at least three professionals familier with the applicant's qualifications

Address application, nominations, and innuities to: Renacih I, Comiss Director of Physical Services Humboldt Serse University Arears, CA 9524-4917 1707) 826-4111

Applications postmarked by Pebrusty 28, 1992 will receive full consider-siling. Late applications will be considered if the position is still viscant. The projected starting date it June 15, 1992.

projected stating date it June 15, 1992.
An Affirmatics Action. Equal Opportunity, Title IX Employer. Applications from qualified tension and minority condidates are particularly occurring. However, a fact to Descriptly him unity individuals laufelly anthorized to work in the United State.

University of Massachusetts/Amherst

Director of Alumni Relations/ Staff Associate

Christopher Personn Marsagnester Christopher State Program of American Person Marsagnes and State Person Marsagnes and Person



Director of Career Development

The Division of Student Development at Louis Clark State Callege hadres appli-cations but the position of Director of Career Davelopment The Director is recom-sider for a full range of career reviews including career counseling, resting, shi lab.

In locater, becament filter, graduation following reports and cooperative educa-

The Director must be proactive, a capable communicator who is able to recessfully interest with students, the public, employers, area is hook and huntieries, and the collection of the contraction.

expert size to required.

Leah I-Clerk Sate College is a regional quolergraduate institution within the Jubbs system of Lighter coloushion. It offers librard urit mal sciences, pre-leasined programs in reduction, currently, butterest, social work, intoing laudice and conditional recentional programs. Orderest, regional to a carely of device constitute a distribution with the conditional conditional regions and control of conditional conditions. The condition of the condition of

students. Levis-Chail State Callege octopies a 64-sure caupus un Normal Hill, un attractive reclaimteis sero of Leviston, lather Leviston has to population of \$7,000 and is located in recurs, in only severe indoors the equilateure; this hashe sure Classware and Carlos and Ca

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.



NEW YORK MEDICAL COLLEGE DIRECTOR

MEDICAL SCIENCES LIBRARY

Requires ALA-accredited MLS or higher, substantial prat-MLS experience in library services and administration, preferably in the hostlin sciences, however, and use of library schemology and outermain and integrated library systems; and stong interpersonal and communication skills. The direction supervises a staff of its present and communication skills. The

inector supervises a staff of 16.

Reporting to InD peas of Academic Development, this prutition is a laculty ppointment. Candidates should have a record of achievement appropriate are a tentor administrative appointment, including demonstrated evidence of realfvilly. Inadorship and managerial stills.

Letter of application including salary requirement, résumé and iltree refer nces should be forwarded by March 1, 1992 lu:

Rhos Dombush, Ph.D.
Chalman of the Search Compilitee
Department of Psychiatry
New York Medical Calluge
Valhalla, NY 10595

New York Medical College is an Affirmative Actinit, Equal Opportunity Employer.

Director, Physical Plant

State University of New York at Stony Brook, located on Long Island a sounce north shore, is accepting applications for the position of Director of Physical Plant. The Director will be responsible for maintaining the West Cempus of approximately 40 buildings and all university healing and cooling requirements.

ments.
The ideal candidate will possess strong interpersonal stellar and an ability to interact with administration, faculty, staff, students, and members of the broader community. Absorbation degree is required, professibly in Architecture/Engineering. A strong required, professibly in Architecture/Engineering. A strong of progressively reagement (Mal) is dealered. All seast 10 years of progressively reagement with a dealer of the state 10 years of progressively reagement to its area universe experience in observations of the province of the province

Stand résumés to: Paul W. Chess, Dean of Students, Administra-tion 348, SUNY et Story Brook, Story Brook, NY 11784, SUNY et Story Brook is an affirmative action, squal opportunity aduca-tor and amployer. AKI21.

Coverage of breaking news that effects higher education — from state capitals, academic conferences, and eampuses throughout the country and the world -

every week in The Chronicle.

ASSOCIATE UNIVERSITY LIBRARIAN

Thie is a senior level management position carrying responsibility for day-to-day operations including personnel administration, the coordination, through denorment haads, of public services, and oversight of automation epplications in administrative and public earvicas ereas. The library is an OCLC mamber, and sheres e Gasc eutomated system with

Applicants should have a minimum of five years of increasingly responsible experience, preferably in an academic librery, which must have involved elanificent administrative duties, management of personnel, budget praparation and administration. and short and long range planning. Other requirements include demonstrated experience with eutomated systeme and other tibrary technology, strong oral and written communication ekille, and an awareness of trends in higher education.

An ALA-accredited MLS is required; a second mastera degree in a aubject field le highly desirable. Applicante ehould submit a letter of application resume, official library school transcript, and the names, addresses, and phone numbers of thee eferences by February 14, 1992 to Barbara Bryan, University Librarian, Nyaelius Library, FAIRFIELD UNIVERSITY, North Benson Road, Fairfield, CT 06430-7524. Preliminary injerviews



Fairfield University is an **Equal Opportunity Employer**

Athletic Director **COE COLLEGE**

Coe Crilego seets a just climn, and nominations has the position of Directed Abstacles. The Check on expansis, to the Voe Previous last Academic Ablas and Abstacles. The Check on expansis to the Voe Previous last Academic Ablas and Abstacles. The Check of the Check

nemore of the Midovest Arbitetic Conference
Confidence should have the following upuffications: at least the Maint's
degree in an appropriate feet or, infinitement of they year sequence an
arbitration for confeding postupor; a florwings historyletic confidence and
arbitration of confeding postupor; a florwings historyletic confidence and
arbitration of confeding postupors of the confidence and
consumerations and interpresents alliting is clear commission to equity an
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding postupors of the confeding postupors
arbitration of the confeding

and minority candidates. The position, residuale July 1, is a 12-month, administrative appointment and competitive salary and irrige benefits. Candidates should should entered to competitive salary and irrige benefits. Candidates should should entered additional entered to the competitive salary and the salary and the

Coe College is an Affirmative Action, Equal Opportunity Employer.

when the Autitary Reports, Accident the Comment of Comm

Philosophy: The University of Auckland, New Zealand. A Lectureship in Philosophy (Professional Ethics). Department of Philosophy; Weanney UAC, 111). The University has established an additional Lecture-sity has established an additional Lecture-

BULLETIN BOARD: Positions available mountain control to the property of the proper

■ MONTANA STATE UNIVERSITY

Counseling & Psychological Services Director

The Devision of Student Atlairs of Montana State University Invites applita-tions for the position of Director of Connecting, and Psychological Services, Position is a 10- or 12-no mit exprise and brichales a fractional faculty ap-orizance in the Department of Health and Francis Development.

pointent in the Department of Feedin, and Finance o mercland last pilly ap-pointent and dates must have a lactoral returner in Counselbay, Clonical or Counselbay Production or Londry Headed lively larvae stepliffility for inta-ported public last production of the Counselbay Production of the production of the Counselbay Production of the Counselbay Counselbay

and affirmative action.

Inhersity or college administrative and learning experience and experience
to conding training or supervision in a clinical training program are closi-

able. The machinal candidate will be expected in punche leadership to clinical salf and advanced intens, onessee clusted services psycholog by a center that meets the mental health meets of the university and midera an Albanquaved intensity program, support of the leadership to the control of the leadership to the control of the leadership to the leade

width the university community.

Salay in the mild 440's for 12-month appointment and includes conquetifive baselin package. Destilline: Application materials, must be posimizated not are the followed by the production of the pr

Bob Waters
C & PS Search Committee Chair
SUR 155
Montaina State University
Bozeman, MT 59717-0196

ana State University is a land-grant institution of approximately 1U,000 graduate and graduate students, it is located in Bazeman, MT, a cultur-cities community of 29,000, situated 94 miles truth of Yellowstone

Veteran's Preference, AA/EL3 Emphaser

Washington WASHINGTON UNIVERSITY IN ST. LOUIS

is searching for a Director of Ita Nonnery School. The pollution will be antidate by It 1992. The Nuturery School remote 152 relations, specified through the dishebe between manning, and alternates resonants. However a strategy enderstook that the new Director held a distriction, where the strategy of the strategy of

are destrible.

The new Director may alwa hold an adjunct from twenty hock, I actuly polition in an Arta and Services. Department, probably either Education of Psychology, depending amon in vancessful candidate's more of spire dilization and preference. The Director will be expected to baselt part lime in the Emyl Childhoust Chinachon program.

The basic appointment is for nine months, with two months of summer school a possibility. Salary for position is commensurate with indivulnat's qualifications and experience. Women and minorities are convuraged in apply.

Washington University is an Affanative Action, Equal Opportunity Fin-player, Employment Eligibility Verification required at the thread em-

popularia. Applications should include a contrashim vitor, a statement of guals and purposes, official copies of all college and university transcripts, and have fullying of accommon as in

neer stress of recommendation.

Applications abould be sent ton. Dr. Rayer B. Hindprine.

Chair, Department of Federation Weshington Benefit of Section 10 Proceedings of the Section 10 P

Detti tal Publico Picherosho: Area of commentation over a Canadate will be exterminating owns Canadate will be exterminating the Canadate will be extermination to the Canadate of Canadate will be extermination to the Canadate of Canadate will be exterminate of Canadate will be exdensity of Canadate will be excentral control of Canadate will be excentral control of Canadate will be ex
central control of Canadate will be ex
termination of Canadate will be ex
termination of Canadate will be ex
central control of Canadate will be ex
central c

Section of Committee of Committ

THE UNIVERSITY OF JOWA

ASSISTANT DIRECTOR SPONSORED PROGRAMS

The University of lowa Division of Sponsored Pro-grams seeks an Assistant Director in the areas of privale foundations, interna-tional programs, and corporale grants and con-

one with good communica-tion skills and the ability to work with faculty from a diversity of fields. Respon-sibilities include the dissemination of information semination of information on funding opportunities, grant and contract negotiation and postaward administration. The Assistant Director will also participate in developing University-wide priorities and initiatives with the private sector. An advanced degree and knowledge of grant and contract administration are necessary. Salary is nego-tiable based upon experience.

Applications will be accepied until the position is fitted. Please send a letter names of at least three references to Brian Harvey, Division of Sponsored Pro-grams, 100 Glimore Hall, The University of lows, towa City, IA 52242

The University of lows is ar equal opportunity affirma-tive action employer. Women and minoritice are encouraged to apply.

THE UNIVERSITY OF TEXAS AT TYLER

DIRECTOR OF THE DIVISION OF NURSING

The University of Texas at Tyler invites applications for the position of Director of the Division of Nursing. The University of Taxas at Tyler is an upper-level, coeducational institution of higher education that enrolls over 3,900 students. The university is located in the heart of East Texas midway between Dallas and Shreveport, Louisiana, serving a regionel population of 750 000.

Fourteen faculty serve the 250 students enrolled in the Division of Nursing. The division offers a generic baccalaureata degree, a B.S.N. progression track for licensed personnel, and a master's degree. In the spring of 1992, the Division of Nursing will undergo NLN reaccreditation of the B.S.N. program and initial accreditation of the master's program.

Responsibilities of the Director: The director reports to the Dean of the School of Seiences and Mathematics and is responsible for planning, organizing, coordinating, and directing the nursing program. Additionally, the director is responsible for budgeting, staffing, and monitoring the progress of the division. The director is also expected to participate in scholarly activities and research.

Required Qualifications: The successful candidate must present the following professional credentials; a master's degree and earned doctorate in nursing; at least five years of teaching experience in a baccalaureate and/or higher degree nursing educational setting; the achievement of academie distinction appropriate to appointment at the rank of associate or full professor; academic administrative experience; the demonstration of scholarly activities including research, writing, publications and/or consultation in nursing; and a current Texas nursing license or eligibility for licensure in the State of Texas,

Salary: Negotisble and commensurate with experience and qualifications.

Application Deadline: March 1, 1992, or until position is filled. Interested candidates please send a cover letter, curriculum vitae, and the names, addresses and phone numbers of three references. All correspondence should be addressed to: Dr. Thomas Fernandez, Chairperson, Search Committee for Director of the Division of Nursing, The University of Texas at Tyler, 3900 University Boulevard, Tyler, Texas 75701-6699.

The University of Texas at Tyler is an Affirmative Action, Equal Opportunity Employer. Minorities are encouraged to apply.

THE UNIVERSITY OF TEXAS AT TYLER

3900 University Boulevard . Tyler, Texas 75701-6699 . (903) 566-7000

COLLEGE OF EASTERN UTAH

Applications ore invited for the following position:

Applications on invited for the following patillinus:

Asalama Librarian Reports to the Director fro Library and the
Asalama Librarian Reports to the Director fro Library and the
complexity in the evolution of the Control of the Control
control of the Control
control of the Control
con

CEU IS AN AFFIRMATIVE ACTION. EQUAL UPPORTUNITY EMPLOYER.



The most extensive listing anywhere of jobs available in higher education -

every week in The Chronicle.

Director of Development (SEARCH REOPENED)

Small durrich related college in Southeast within 46 minutes of major metro seas Minimum 5 years apprehense in fund relating (dendicities with college or Primary day), Amund Fund, House best to carculately present the College to vertices contributed and the electric contributed compairs more families upon differ supporting compairs more families upon differ supporting compairs more families and the electric contributed and the electric contributed

technies gementer of technies a servitors in the resourch of technies are serviced and the respective and tregardes as of three significant content respective and tregardes are of three significant content respective and tregardes are of three significant resourch resourch

Opportunity Eurofreye.

Project fibrication, Audienta Populary of the Control of

Physical Educations The Department of Ki-nesigioty, located in the College of Arts and Beincher til Kannes State University, its seaking an actionan professor with e-spe-cialization is excellentation, homogonal or callization in excellentation, homogonal or will be given to individuals desconstrating the ability to develop an enaporing reteasch, programs and to require axtunuinal fund-ing, Rapsonibilities include seaching in the

in to amplifiers with neight school case, the conceased where persons leading highes activities and the concease of the concea

BULLETIN BOARD: Positions available

SUFFOLK COMMUNITY COLLEGE

Executive Director for SCC Foundation and

College Development

Recutive Dean of Corporate and Extended Learning

SECURE FACES OF THE PROPERTY O

Significant proven experience in non-profit fund mising or other activities which estate to the job responsibilities is required. The ideal candidate for this classraping and demanding position will be a highly motivated, anergetic sail-

the Exactive Dam for Corporate and Estandad Laurating reports to superside the discussion of the Estandard Laurating reports to superside the discussion, standard learning, and controls discussion dealing monthling debutsion, extended learning, and controls discussion dealing monthling debutsion, extended learning, and controls develop-dating the debut of the control of the debut of the control of the debut of the control of the debut of the college-selfs Extended Debutsion (Development Coursel; proofs, published but designing programs to distinct the accorning the development of the debut of the college-selfs Extended Development Coursel; proofs, published but designing programs to distinct the accorning the development and the debut of the debut of the development of the control of the promiting debutsion disposition that these convention to the propulation; and extended the debut of the debut of the debut of the promiting debutsion disposition that these convention to the propulation; and extended the debut of the debut of the debut of the admitted debuts on the accorning the debut debutsion of the debutsion convention of the Amended debuts on the accorning the debut debutsion of the debutsion of the Amended debuts on the accorning the debut of the debut of the according to the accountries of the debut of the Amended debuts on the accorning the debut of the accountries to the Amended debuts on the accorning the debut of the accountries to the accorning to the accountries of the accountries

pacido opropulsa exicazional prospensa. Amenir degrese in approprieto field and significant administrativo experi-ore in containing education in a colonge senting and regarded Community containing education in a colonge senting and regarded Community and Community in a sid-bastor, and should be highly molecular to administratic community, in a sid-bastor, and should be highly molecular to administration of the colonge of the colonge of the colonge of the Robert of application for both posterous out Began January 2, 1992, and orthou settli flags are filled. Applications should scalacia a desided relaxant parties and should be used to Pr. John F. Coroner, Predering Sighle Community Colonge 533 Colonge RA. Sedan, NY 11798. Soffolia Community Colonge 333 Colonge RA. Sedan, NY 11798. Soffolia Community

Extended Deadline

Search for Dean and Deputy Chancellur of Engineering and Director of

Texas Englueering Experiment Station

TEXAS A&M UNIVERSITY AND THE TEXAS A&M UNIVERSITY SYSTEM

Sin AEM University and The Lover, AEA1 University S₂ from the first test of apple a addressibations for the Lovertong of Deen and Deputy I have other of Empowering and for of Deep Engineering Experiment Status.

from ASM University, a state supposed favel from the System Least supposed to the System Least statement between Least supposed to the System Least statement least supposed to the System Least statement least supposed to the System Least statement least supposed to the System Least supposed to the System

speciation, normations and supporting material will be afterded until the position a

replica Australia Professor. The Physics Department at the Critical of Charleston into speciment at the Critical of Charleston into speciment for deliver position and a major such position and superior such position and superior for the speciment of the specime

Trans A&M. University and The Trans A&M. University System are equal opportunity, affirmative action employers, and minority and lemale applicants are particularly encouraged.

hem R. Kabenc, Charmas, Dervinnernio Physics, Culters of Charliston, Challet-ton, South, Caulema 3942-6901; Bix Cel-lege of Charletton is an Equal Upportunity. Allineatives Action Employers and amoun-asts apply-asposs from woman and miner-sity condidates. Apply-cause assess will be an on Masch 18, 1992.

Geocotamis Employer
Flynkeis Faculty portions—Unvestory of
Montrac. The Department of Psychological
Advances. The Department of Psychological
Advances a some event population as
Advances Professor of the Psychological
Advances Professor of the Psychological
Advances Psychological
Advances
A

First forgingering lyaperative Mashin with milling differention in vision is, and colois review activities of the color-tion, he beard furgineering a perintent States, the Jewas Inquience of state for milling leaves the color of the state of the state of the state of the color of the beard furgineering a systement States at the amount broken that of work of the Peach Engineering a systement States at the amount of understanding states in approximately § § § a collision, I states amount of understanding with a state of the states of the states of the states of the states of the often states and and international speciations for up bully a comprehensive or both plant action and admiratation and peachtagh at an about a development of the states of the sta

Applications and nominations are invited for the position of Dean of the School of Education Appreciation is not other instance as an invited on the possion to other other obstication of Customers. Milliarraniilla University, located in a bustrain Lonessier County, is one of 14 finalitudina of the students, Milliarraniilla is situated in Southeastern Pernaylvania, a 60-minutedrive to Philadophia students, Milliarraniilla is situated in Southeastern Pernaylvania, a 60-minutedrive to Philadophia of Bellinors and loca hours from New York City, Served by exproximately 350 full-time locally, the University offers associate, bachelor and mester degrees in evide range of majors in the sets and extense, in aducation, and professional fields.

aris vin sciencias, in acutestion, end pricreasione liedas.

One of lines university achoic end with one-lihed of the University's total enrollment and ninely percent of the approximately 800 full- and printing agentusie nuderits, the School of Education of the season of the object traches relieding program in the Commonwealth. The School house is been of the soldest teaches relieding program in the Commonwealth. The School house of the Schoo

tion, en ou operer south:

At Chiel Academic Officer of the School, the Dean reports directly to the Provest end Vice Prasident for Academic Alletine and has responsibilities for administration of this School is academic programs, accreditation reviews, budgeling, grant and external funding equipations, end-par-sontial management and supervivoid. In addition, the Deen provides leadership for the School for programs with external constitutions at the lock, regionel, and positional issues.

An earned choicorate, demonstrated accollent an excess feeting, exchaelly research, administrative speriance of the college level, and ability to work in ording, exchaelly research, administrative speriance of the college level, and ability to work in ording a service of the college level, and ability to work with local excess level and extend to describe the college level, and the capabilities of the college level, and a service of the college level, and a service of the college level, and a service of the college level, and the capability of excess level and the capability to provide effective research, and the capability to provide effective research, and the capability to provide effective management end visionery leadership.

management and vasioners reserved.

Mid-Summer appointment is prelatered; salery commensurate with quelifications and experience. Excellent benella. Submite leater of epofication, vites, and all elections considered that continues the continues of the continues



JNIVERSITY

MANATEE COMMUNITY

COLLEGE

BRACENTON CAMPUS: Bradenton, FL. 50 miles south of Tampa and SI. Patersburg: 10 miles north of Suratota.

5): Feliance is Alfairs: Search #912-21. The Dean reports directly to the Vice President of the College and is responsible for the administration and supervision of the curriculum and instructional silests of the Braden-ton Campus. A medimum of five (5) years of college administrative expe-rience is required.

ion Calipua. A minimum of fave (3) years of college administrative experience in requires and at lateries for April 22. The Chuli is responsible for the minimum of the college and at lateries for the minimum of the college and at lateries for the minimum of the properties of the college and administrative and administrative and foreign Languages, the Department of Art and Languages, the Department of Minimum of the Chuling of the Chuling

quired.
APPLICATION PROCEDURE For 8 positions, send letter of intent to
the Office of Howara Resources, Post Office loss 1849, Bandenton, Ft.
to State of Howara Resources, Post Office loss 1849, Bandenton, Ft.
to be returned to the Office of Howard of Howa

EOE/AA



Search Extended

Assistant Director, Affirmative Action/ **Equal Opportunity Office**

Utah State University

The University's AVED program services 850 feetably, 1,000 staff, and 16,000 steed and 16,0 narasseren and orwarsy visualing.
Oselfitzations: Seobelor's degree required. Master's degree preferred Candidates result invisual minimum of three years' experience in AA/EO; thorough knowledge of AA/EO laws; and excellent sidile in Interpretental relations, osel and written consuminations, osel and written consumination; incling, assessment, and

cation, Irrining, assessment, and handling completia. The successful conditions. The successful conditions will provide evidense of taking a prosetive approach to AAFO issues

with expellence.
Applicate hours whomit letter of
specicalism datating consentially
application datating consentially
between their separations and this
position research and interesting
classes/teleprison nametars of three
references to: Or. See Guatterchildren, and the Control of
control of the Control of
control of

le filted.

USU is committed to anhancing reult/locitural and gander diversity and is sensitive to neede of dual-certer cospilate We are an AAEO employer and encourage applications from reinontias, women and persons with disabilities.

fluren. University is a private, independent confluentensi institution located in Huron, SD, it as role approximately 1,000 students at its computes in Maron, SD, Stoua Falls, SD, and London, Familiard

OURECTOR, EAL PROGRAM

Responsibility The Director of the ESI, Program will be repromised to directing the ESI. Program at home University analysis of the ESI, Program of the responsibility of directing the ESI. Program at home University analysis of the Program which will open in 1992. Castility of the Program of the Progra ESIL, Burncy II algorines II biglify distrable.

19 Normischinos and applications for both positions must include the following plication, returned, name and addresses of 5 microscos. Internet, increase and addresses of 5 microscos. Internet for the propertions included a Comparitive salary, furnished broating, martines and to true depart for amplicyne and up to three dependents, and communication of the properties of the

Huron University provides equal employment opportunity to all persons qualified by acc-denic preparation, apparamore, and ability without discrimination based on most, creed-religion, color, sex, age, national origin, or handless.

An update from Washington on what's happening in Congress and io the federal agencies that's tikely to affect

every week in The Chronicle.

HURON UNIVERSITY

CAMPUS GRAN

itys. The Campus Dean will serve as the chief academic offices for Huson tearch Campus in Tokyo. It is anticipated that the Tokyo Srench Campus will n in 1992, Schapilloster The preferred starting data is Mauch I, 1992, still Rocaliseaus Examed doctoruls from en recordinal serviensky, minimum of 5 years of gradukely preposable schristleskers supplement is fligher robustion. Experience in minimum debut design design in Japanese is highly designation, conclined interpersonal

All restartes should be received no later then February 1, 1992. Applications and nomina-tions should be addressed to Or. S., John Repnelds, President, Huren University, 233.3 9th Bread SW, Hupe, S.D. 8736.



eolleges and the people who work in Academe —



Clemson University

Clemson University is a lami-grant, ntaio-assisted University fully accordined by the Southern Association of Colleges and Scienta. The university is criteriously according approximately folds attained in the colleges. Clemson University is tested in the attained of the State of South Carolina, on the female of the State of South Carolina, on the female of the State of South Carolina, on the female of the State of South Carolina, the Southern of the State of Southern Assistant Ulrectur of Itexhientini Life/I'rogrammina

Assistant Ultrector of Readsenfiel LideProgramming. The Assistant Director of Readsenfield LideProgramming is one flower and the Company of the Associate Director or reporting to the Associate Director of Readsenfield LideProgramming the Company of the Associate Director of the Company of t

pasitions on the weiliness mones. Qualifications: Moster's degree in Student Personnal Sarvice erelated field; or may equivalent combination of education, tening, and exportence tone, yeor preferred. The ideal candidate will have domainstrated exportise in the residential life pregram that the common control of the present of the present of the common catternation, and personnal management of the present of

ngainent. Salary: Stala pny grade ia 31 with n minimum sainry of \$23,109. Starting sainry negotiable within State guidelines.

Starling salary inegotiable within State guidelines. Nominations/applications All Enter of monitantions and intent state of the state o

Aren Coordinatus

The Aron Caurillontur is one of Sur fish ime, live-on, professional fall for the properties to the Associate Historia of Ecclasoria Medical Confession of the Associate Historia of Ecclasoria Medical Confession of the Associate Historia of Ecclasoria Medical Confession of the Associate Historia of Ecclasoria of Ecclasoria of the Associate Historia of the Associate Medical Confession of Technological Confession of Techno

ly, Qualifications, Nucleiser's Hogrew in Student Personnel Sorties of Control of the Control of

Apply to: Cleman University Recruitment and Englayee Services All of the Mr. (ary E. Campbell 100 University Square 120050-1317

Cleanant University is an equal opportunity, affirmative action employer.

AAUP Association Officer

The American Association of University Protassors (AAUP) seeks tanure-track professional staff mamber responsible for development and coordination of state associations and promotion of faculty participation in academic governance. State organization responsibilities include assistance with chapter devalopment and working with volunteer leaders. Faculty experience and AAUP chapter and state conference experience are highly desirable. The position involves substantial traval. An initial two-year commitment is prefer able. Starting aslary \$40,000+, depending on qualifications Excellant fringa benefits. Review of applications to begin on March 15th. Sand to Iris Molotsky, AAUP, 1012 14th Street, NW, Sulta 500, Washington, D.C. 20005. AAUP is an AA/EOE. Applications from women and minorities ancouraged.

Engl Orsented Engineer Committed to Manifesting Develope Transferre Committed to Manifesting Develope Transferre Personal Engineering and the Committed Transferre Personal Engineering Transf A mylecular description of the control of the contr

SOUTHERN ARKANSAS UNIVERSITY

SAU is a comprehensive, regional, public institution of higher education with over 2,900 students located in southwest Arkenas, and offering over sevently degree programs at both the undergraduats and graduate [Master's in Education] levels.

DIRECTOR / DEAN OF INFORMATION SERVICES AND LIBRARY

SAU is seeking applications for n Oirecton/Deas of Information Services and Listmys, Responsibilities include providing leadership and organization of the lithority developing budgits, policies, proficies, long-mage please; gromotting faculty/audient relations, directing library support for citizations of the lithory and proportion of the lithority of the lithority of the lithory and the lithority of the lithor omy invasin course. Report to the Vice President for Academic Atlants. Qualifications. Strong Eadership, interpressal communication, menage-aucti and planning sidlik; knowledge to developdirest computer informa-tion systems/system salepts and related technology-based library pro-grams and services; Syears' vorted academic library experience (practical and administrativas: and a record of professional achievements. A.A.— accredited MLS required; doctroated strongly preferred. The file Dean will be considered only level doctroated as many layer deeper.

be considered only if candidate has an emred doctoruse.

Safery and tills commessures with qualifications and experience, in undivision, SAI offers an excellent fringe feecilis perkage. Applie sidens will be reviewed beginning February 1, 192 and contains until positions are reviewed beginning February 1, 192 and contains until positions are finalized but most begin by July 1, 1922.

Interested persons should send a letter of interest, regumen and the names, addresses and idealphose numbers of three people whit may be contend as references us SAI Personal Office. SAI Des 1288, Magnida, AR as references us AI Personal Office. SAI Des 1288, Magnida, AR is a reference to the content of the

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

DEAN OF INSTRUCTIONAL SERVICES

West Hills Commenty College Obstats lavines applications or nominations for the position of Oseno's Instructional Services. The Dean of Instructional Services is the District Chief Instructional Offices reporting to the Super-insteadentPresident.

This is a 12-month contract with a salary range of \$17,498-\$62,973. The

Application Deadline is MARCH 6, 1992

nu solvennessensens official emplication and neucodures from West Hills Community College Ostrict Personnel Office 300 Cherry Lane Usalinga, CA 93210

1209) 935-0801, extension 324 Pax (209) 935-5655

APPERMATIVE ACTION, EQUAL OPPORTUNITY, SECTION SIM TITLE IX EMPLOYER

endant research is expected. Dither ituits—
in the day the sales and the sales and the sales are sal

You can send your ad copy to

The Chronicle's Bulletin Board anytime!

Just call The Chroniclo's FAX number, (202) 296-2691. For more information and to verify that we've received your copy, call our regular number, (202) 466-1055.

By telephone:

Our Bulletin Board assistants will be happy to take your advertisements dictated over the telephone. We'll do an any day of the week right up to 2 p.m. Monday—our weekly deadline (except for holidaye). Just call: (202) 466-1050.

By mail:

By mail: Simply send the copy for your advertisement to the address below. You're likely to find the mails espocially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either in those days will reach us in time to make our Mondey deedline. Send your ad copy to

Bulletin Board The Chronicie of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037



Three Administrative Positions

DEAN OF RESEARCH AND GRADUATE STUDIES UNIVERSITY LIBRARIAN

DIRECTOR OF EXTENDED EDUCATION

THE UNIVERSITY

Hambeldi State University, one of the oldest institutions in the 20-campus California State. University, is to be found on the Pacific coast, 275 meles California State. University, is to be found on the Pacific coast, 275 meles about 2,000. In classification, and the state of the California Cali

POSITIONS AND QUALIFICATIONS

POSITIONS AND QUALIFICATIONS

The position of Cean for Rescricts and Graduate Studies in reporting to the Vice President for Academic Albace, Studies in a saft postrion reporting to the Vice President for Academic Albace; the occapanism as a member of the Council of Ceans and the Academic Resources Albosation graduate programs and providing telescribing and support for ficulty and undergraduate and graduate students engaged as research and other dates congaged by the Vice President, Qualifications include designifing or fresance and recognized activation of the Council of Ceans and recognized schularly or creative selective on well as appropriate experience. A full description of the dualises and qualifications in available un request from a loc Office of Academic Albace. Albace Schularly or Academic Albace. Albace Schularly or Academic California 9321, Academic C

University Librarias

The University Librarias in the View President for Academic Af-fairs and provides discussion and teadership to the Library and Media Servi-ces with the second street of the Character of the C

The Illrector of Extended Education

The Ulrector of Extended Managine reports in the Denn of Admission; and Records (who reports to the Viser President for Acutemet, Admission; and Records (who reports to the Viser President for Acutemet, Admission and Records (where the Acutemet, Admission; and Acutemet, Admission; and Acutemet, Admission; and Acutemet, Admission; and Acutemet, Acutemet,

The selection process will begin on Fabruary 15th and will continue until the positions are filled. Applications may be addressed to the Choir of the Search Committee for one or another of the positions, in cure of the Office for Academic Affairs.

HUMBOLDT STATS UNIVERSITY Arcata, California 95521 1707) 826-4192

Humboldt State la no Equal Opportunity, Affirmative Action Employer and lovites applications from women and minorities.

vaccod degree and expert isposinists of general actions profession to exclude the control of the with capariegos. Send n letter of applita-tion, releanth academia taparerpta, inches letters of the Companies of Phys-ics and Companies of Phys-ics and Artenopsy, University of Mon-tana, Missoula, Monteam 5912. The search committee will tear the evolution process that the companies of the Companies of the Companies of the accepted until the position is filled. UM is an Affirmative Acidon, Equal Opportunity Institution.

Physics/Astronemy: Professor. Available September 1992. Requires Mayler's in Physics of Astroneous and a minimum of 14 septster house coursework in the other designing. First review of applications be-gin March 2, 1992. Ability to work with languistically-instructive diyerse popula-

DEAN, COLLEGE OF BUSINESS

The Dean reports directly to the Provost and Vice Preddent for Acadewik Affaits and is the chief academic and administrative officer of the Colon and leadership of the Colon and Leadership for the development and implementation of all programs in the College of Sainness to encourage and support effective teaching; to promite scholarship and research within the College to enhance the College's reputation for excellence; and to support professional development and intellectual growth of the faculty. A detailed job descrip-tion and organizational chart are available upon request.

QUALIFICATIONS: An earned doctorate in one of the OUALIFICATIONS: An earned doctorate in one of the disciplines within the College of Business; evidence of administrative skills, including the eapsetly for short and long range planning, preferably in higher education; the capacity for academic leadership and to deal with divergent viewonics; responsiveness to the needs of students, laculty and staff; the ability to be an striculate revokenment of such or Children of Students, laculty and staff; the ability to be an striculate revokenment of such or Children of Students with the Students with the Students with the Children of Students with the Stude spokesperson for the College of Business within the academic and business communities; a record of leaching experience in higher education; and a record of research and scholarly activity.

THE UNIVERSITY: Shippensburg University, established In 1871, is a comprehensive public institution which offers baccals areased and master's degrees programmer in litere criticals and expension of the order of th members. Shippensburg is a community of 5,347 in the scenic Cumbedand Veiley of southcentral Pennsylvanis, 40 nulles southwest of Herrisburg and 90 miles northwest of Washington, D.C.

The College of Business has a strong commitment to academic excellence and lias been sceredited by the American Assembly of Collegiate Schools of Business since 1981. The College of Business has an enrollment of 1,400 undergraduate students and a faculty complement of 54 (9) percent will camed doctorates). The College is composed of five departments: Accounting; Business Education and Office Administration; Economics; Editivation and Office Administration; Economics; Financial Administration, Management Science and Information Systems; and Management and Marketing. The College also houses the Frich Center for Manage-ment, a center for management development and continuous actuation.

SALARY: Commensurate with qualifications and experience within the range of \$61,442 and \$92,165 with excellent fringe benefits, Starting date is approximately but at 100.

APPLICATION: Applicants must submit a letter of application; a complete curriculum vitae; transcripts; and three letters of reference. All applications, inquiries and nominations will remain confidential. Applications, inquiries and nominations should be sent to Dr. Brendan inquiries and numinations should be sent to Dr. Brendan Hnucane, Chairperson, Search Committee for Dean, College of Business, Shippensburg University, Shippens-burg, PA 17257. The committee is reviewing applications and will continue to do so until the position is filled.

Shippensburg University is an equal opportunity/
affirmative action employer and encourages women and racial minorities to apply.

Shippensburg University

A member of Pennsylvania's



while publical philosophy sedior community within publical philosophy sedior community publical and the publications, including vita, as leat these letts not recommendation, and a letter of application, should be seen the second of publication should be seen the second of publication Sedence, Reed College, Portanteuri of Publication Sedence, Reed College, Portanteuri of Publication Sedence, Reed College, Portanteuri of Publication Sedence. Political Science: The University of Auck-land, New Zealand, Lactureships, Depart-Sudies. (Vacancy

UAC.110. Application we is also from worth a decrease and a second and

scholerly books and books about higher education --

West Georgia College Dean of the School of Arts & Sciences

West Georgia College invites applications for the position of Cean, School of Arts and Sciences. The Dean is the chief academic officer of the School and reports to the Vice President. The Dean provides leadership for all departments in the School of Arts and Sciences. The School of Arts and Sciences, the largest of four schools which include Business, Education, and the Graduate School, has 175 faculty, 2,300 under-graduates and 200 graduate students.

graduates and 200 graduate students.

Located in Carminon, the College, a member of the University System of Georgia, has 7,500 students. Carmilton, population 20,000, is located 50 miles week of Addarta. It is a pleasant community with good schools, recreational lecilities, and a balance of Industry, higher education, and retailing.

accornal rectines, are a character of procusely, regime recurrence for characters for the position should have an earned doctorate in an arts and sciences discipiline and demonstrate superior teaching, scholarship, research and administrative experience interpersonal skills to lead and successibility interact with the Coolege and Carrotion communities are essential.

Salazy is commensurate were qualitations. Starting date in Jugust 1, 1992, or as soon mereater as leasible. Candidates should send a resume, official transcripts, a personal letter of interest indicating how their qualifications meet the needs oil this position, and the names, addresses and phone numbers of three reterences to:

Addresses and prone numbers to thee leter Professor Lewis Larson, Chair Arts and Sciences Ogan Search Committee Rost Office Biol (1003) West Georgia College Carrollton, Georgia 201 (9 Proton 404-836-6455

Review of applications will begin February 1, 1992. The position will remain open until a suitable candidate in found, WGC is an Equal Opportunity, Affirmative Action Employer, Women and minorities are encouraged to apply. Georgia is an open records state,

Macalester College ASSOCIATE/ASSISTANT **DEAN OF STUDENTS**

owner-assistant Brean of Bedonits.
Flounded in 1547, Meassister is an private, Nighty selective residential coodusation-al institution localed is in Twin Cities of Intrinsapolis and 61, Paul, Monseolis-cal Computer (Cities of Intrinsapolis and 61, Paul, Monseolis, Interna-tionalist, and Computer (Cities of Intrinsapolis and 61, Paul, Monseolis, Interna-tionalist, Paul Cities (Cities of Intrinsapolis and Cities of Intrinsapolis and Cities of Intrinsapolis and International Students representing 55 different countries and Cities (Intrinsapolis Audents).

countries and title LLC, minorsy subsets.

The advancings in oblineating positives with azers an older abundant judgeted offitive advancings on inheranting notions, and subsets positive countries are
observed in a student organizations, and subsets positivescents and assets in the
observed and organizations, and student positivescents and saving land
observed to the countries of subsets or positives and other positives and
organizations and organizations and countries and other lands and
organizations are considered and organizations and
productions and organizations and
productions and other countries and other
organizations are
organizations and
productions and
p

MACALESTER COLLEGE

1600 Grand Avenus, 81. Paul, MN 55105
Priority witt be given to returned received by January 31, 1992. An Equal Oppo

middion, the nothership embedden fulfiller for the control of the pedition, the nelveptic projection in policies of the Colone's of sections: Expensed in ordinaries are currented to the colonesis of the colon



Lists of the latest books of interest to Acedeme-

every week in The Chronicle.

DEAN GRADUATE SCHOOL **Baylor University**

Roylor University, located in Wana, Tuxes, invites amplications and nominations for the justillen of Doon at the Gradunic School, assists lone 1, 1992.

lune 1, 1992.

Graduata work is uffered in the Gellege of Aris and Salonces, his School of Ribrathus, then blatkenner School of Husbauss, and the School of Ribrathus, then blatkenner School of Husbauss, and the School Ribrathus and Salonces and the School of Ribrathus Resmach husbathen of Wassal to conduction with the Gulles, the haybur ladversity School of Normaly Medical Contor of Dallas, the haybur ladversity School of Normal Contor of Ladversity School Dallas and tha U.S. Army A andmy all Houlth Sciunces of San Assault On the main compute in Wars, the Master of Africa to offered in the general field of the Master of Africa of San Assault of San Assau Approximately 1200 gaulum students were enrolled in vador pro-groms in the fell semester, 1991.

grams in the left seinester, 1991.

Candilates for the Done, Graduate Schuol, should have a declaration of a declaration of the second of tenching and research, extensive administrative experience, and possess as exalient less tension ships skills. The Dear of the Graduate Schuol is expected to:

urreaumo Schuol is expected in Provide loadminkly for unitweetly gradesto and nesserch progress. B Encourage research enough fol locality: A Malatain flight sendered in alcoholerating for graduals progress: I hydrolo rigorous support for the graduals progress: I hydrolo rigorous support for the graduals progress to the production of the progress of the progress of the Promote Collegial redolinability between the graduals facily, for dillicent univorsity departments and schools, and the Carlons School:

Actively souk external lumbing for research programs and medde

aquipment;

O'varceo oporotion of thu Gradunia Srimul and assemble sed saball
ennual builest to thu ulmituletoritur; oud

Work closely with the Vice President für Academic Alleis, to when
the Oom runoris.

the Oon rejects, Baylor Library is attlibuted with the Daptist Goursel Convention of Texas. It is an inquirity in attlibuted with the Daptist Goursel Convention of Texas. It is an inquirity in a distribution and various and inquiry. Noninations used applications of inquirity. Noninations used applications (including vite, a letter of letters, and reason, and to include an immission of three polaroness) pleads to automation of the Territory 15, 1002, in:

ttr. Haruhi Heavet Choir, Gaulanio Dean Scarch Committee Boylar University F. ft. Im. 12354 Watat, Toxas 70780-7384

Rollins College

Winter Park, Florida

DEAN OF THE CHAPEL CHAPLAIN OF THE COLLEGE

Rullins Callege invites applications and nominations for the position of Dean of the Chapel and Chaplain of the College.

The Dean/Chapilal is responsible for fostering and guiding the spiritual life of the Cullege community, for directing he interfalls campus ministry rud eligibus programs, and for administering the regular services and programs of the Knowles Memorial Chapel.

In addition to qualities of religious, intellectual, and noral leadership, candidates should possess the oblitties to prach and lead worship in and provide pastoral counseling for a religiously diverse college community, and to promote the Chapel and its programs. The candidate should possess storage candemic credentials as well as demonstualed experience reevant to campus life and chaplaincy.

Rollins College, Florida's Oldes College, is an independent nonsectarion, coeducational institution located in Winter Park minutes from Orlando, Florida. The Chappel, constructed into Meditorramen atyle in 1931-32, was the favorite building of noted architect Raiph Adams Cram, its designer.

Rollins College is strongly committed to cultural plutalism encourages applications from women and minorities

Nominations abould be sent to: Professor Jack C. Lanc, Chair, Dean of the Chapai Search Committee, Rollins College, 1000 Holt Avenus - 2738, Winter Park, Florida 32789.



Hernit 5506 AARDE.

Prytology. General-thereforest Proposition of the proposition of the

BULLETIN BOARD: Positions available UNIVERSITY OF WYOMING DEAN

COLLEGE OF BUSINESS

The University of Wyonshig havites manufactures and applications for segments of does to the Cibigge of Bushness.

The Polition. The does recept to the provoct and Is responsible to morphy presenting, and the velocitying orthochronic, research, politic morphy of the present present present

and providing Security in the discretely with the university's central activations.

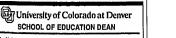
The College, The college consists of three departments accommlang activations.

The College, The college consists of three departments accommlange accounts and function, and in any agent and function of the Park Department of the Park D

section.

Applications should include a cover letter and a vita. Applications should have letters sent from that pulse-vioual retectives. All insterials broad by addressed to keen circliffin, Clair, College at Business Dearr's Search Committee, P. C. Bux XXIX, University of Wysmiting, Lacamie, WF 8007; (tax 2007) 965-2630.

The University of Wysming is an equal apportunity, aftirmative action employer. We encourage applications from women and members of minorly groups.



The University of Coharathy at Deriver invites applications and nonhalous for the position of Dean of the School of Iduction to taxone duties 1 July 1902. The applicant most love at course dotted to the production of the product A Licoured professor

The preferred candidate should have demanstrated:

- a effective leadership for strategic development of an orban school of
- the capacity at communicate and work well with ethnic, linguistic, and other minurities; significant experience with and communent to academic processes
- a numberstanding of the toles of research and teaching in the
- an inconsument or in construction that the state of the state of

The University of Colorado at Denvet is located on a beautiful urban comparanty of Cotorado at Denvet is located on a headaint urean comparant was recently tunked oraclemically os one of the best regional universities in the West. The School of Education comprises 36 facility organized into five divisions. The School offers graduate work to more than 2,00st students annually in centification, MA, EdS, and PhD programs.

Consideration of completed applications will begin nn 1 March 1992 and continue until the position is filled. For a detailed position description and application procedures, applicants and nominators should contact the Chair, Dean's Scurch Committee, University of Colorada or Dean's Col Courago at Denvey, Cumpus Box 106, P.O. Bix 173364, Denvey, CO 80217-3364, (303) 556-2717.

The University of Colorado at Den rer is strongly committed to enhancing the directly of its faculty and staff and invites and ancourages normations of and applications from women and members of ethnic minority groups

Psychology: Distinctis e undergraduate theral analymousersal college with 750 students seeks anaystant stocks for tenser-insk position beganant September 1, 1952, Ph.D. in humanisate of developation psychology: Enceled tracking and

Seattle University

Seattle, Washington 98122-4460 (208) 298-5760 Fax: (208) 298-2163

ASSISTANT/ASSOCIATE DEAN SCHOOL OF EDUCATION (Tenure Track Available)

Soullo Liuwestiy, a lead it selling housed in 100), is the largest helicoproduct outbrail to little between the largest helicoproduct outbrail by little between the largest helicoproduction of largest helicoproduction and Adult Education. Electrical Leadership structure and largest helicoproduction and largest largest helicoproduction and largest largest

adult electration. The Assistant/Associate Dean will have prisury responsibility for activation, and student support, student records a confination, program masterial students as a student student records a confination, program masterial students as additing the lectrity in complying with the trentity, stote and carcadition standards.

The Assistant Associate Dean event-alously with his Coon set sential to the confination of th

eplee sesumor and obt-campus programs.

Supervisory responsibilities incided support and prolessional stall and passible over light of one of his School's graduate program erase.

Qualifications are asseted a decreate in Biscordin or closely related field. Six costal underwelly incohing experiences successful leaderently included the control of the

laye.

Silvery Is consignifitive and commensated with experience and qualifica-tions. Lutture of application position code by Fobracy 16, 1682, will require the commentary of the Marquert M. I luggerty. Desit, School of Education, Sentile University, smalls, Wentilegton 99122.

Seattle University is no equal opportunity,



ASSOCIATE DEAN

ASSOCIATE DEFIN

Philip Y, Hahn School of Nursing, University of San Diego.
Applications and nominations red invited for this tensure-track
position with academic rank. Position available abit 1, 1992.
The Associate Deen reports to the Deen of the control of
Nursing and Chapter of the Deen of the Chapter of
North Chapter of Chapter of Chapter of
North May MSAN MSA and the DNSs programs, Qualifications include earned doctorate in nursing or related field,
neaster's degree in nursing, academic administrative experiance, demonstrated scholarly productivity, and graduate levaine, demonstrated scholarly productivity, and graduate levaent exching experience preferred. Submit letter of application, curriculum videa and names of three references for Janet
A Rodgers, Ph. D., FAAN, Dean, Philip Y, Hahn, School of
Nursing, University of San Diego, Alcala Park, San Diego.
Callioria 92311. Application deadline February 15, 1992 or
until position is littled. ECE.

tirosa, proserm a condination/davito/mess capibilitàs especial. Comes redede essential proposition de la come de la come

600.

They belong: Clinical Psychologias 19th O./
Linicity of Cincel Training, The Islands, The Islands of Cincel Training, The Islands of Cincel Training, The Islands of Cincel Training of Cincel Training, The evaluation of Cincel Training, The sequentiation of Cincel Training, The Cincel Training of Cincel Training, The Cincel T

volvina the eaching of undergraduate courses in angestimental previously religion to the course of t



DEAN OF COLLEGE OF ENGINEERING

UNIVERSITY OF DELAWARE

The University of Delaware invitee epiteations and nominalons for the position of Deen of the Ooltage of Engineering.
The University is a state-sessisted, lend-grent, sea-grent
research University is a state-sessisted, lend-grent of protion of sacdernic excellence in en environment of equel opporunity. Located in Newerk, e plessent college town of 26,000
inhabitants, the mein campus is conversity behavior of the prounity. Located in Newerk, e plessent college town of 26,000
inhabitants, the mein campus is conversity town of the college
town Williampon and telephone town of the college of the college
and will be the college of the college of the college
and the college of the college of the college
for the college of the college of the college
for the college of the college of the college
for the coll

The UNIVERSITY OF DELAWARE le an equal opportunity employer which encourages applications from qualified minority group membara and women.



Dean of Students

The Dean is responsible for a full range of progroms and services that are available for traditional and one-traditional students. The Dean is a sensor administrator reporting to the Vice President for Euroliment and Student Affairs.

Trinity College of Vermoet is a small, four-year liberal arte college estab-lished in the Catholic tradition with a total corollment of 1,400 student. The treditional program is open to women, the non-traditional program is co-

Co. Candidates should have an edvenced degree and euccessful experience in positions in student affairs administration which provide supervisory experience as well as discust suddent constact. Review of candidates will estat in February with a Joby 1 starting date. Applicants should forward a fertor of interest, feetung and the names, addresses and planen numbers of four

Director of Perconnel Prindy College of Vermost 208 Colchester Avenue Burlington, VT 0540t AA/EOS

ty, automativa economicorea. Psychologyr. Chal persona, Department of Psychologyr. Southeast Missouri Stata University is sirely, a speciation for a full inference of the personal personal for the personal feetily of 14 full-international personal feetily full-international feetile personal personal feetile personal feetile personal feetile for the personal feetile personal feeti

non teites, réasmé, three leiters of refer-cece, and supportint documents by March 16, 1922 to Dr. Frad Snider, Challs—Pay-cholouy charperson Search Commilse, College of Liberal Arts, Social Science Suidens—Room 205, Southeast Miscont State Lalver nits, Cape Omratean, Miscon-ton College of Commission, Miscon-der College of College of Commission, Miscon-der College of College of College of College Affirmation, Am Engal Opportunity, M-F.

إنزو



DEAN OF TRANSLATION AND INTERPRETATION

Applications and nominetions are invited for the position of Transfallon and intermediate (78 %) Deen of Translation and interpretation (T&I) et the Menterey Institute of Internationet Studies. The position will be evaluable August 1, 1992, but the attribute of the evaluable August 1, 1992, but the attribute of the successful cendidate.

The T&I Division of the Menterey institute has pioneered in Tha TAI Division of the Menterey Institute has pioneared in the titled of protestened trenstellen and interpretation in the United States. Students below a rigorous program consistent under the protest of the protest

The Tâi Progrom is one of five international career tracke offered at the Monterey institute, on independent greducie institution currently enrolling about 650 students.

Institution currently enrolling about 850 students. Reappnaibilities: The Deen of Trenstation and interprelation is one of lour divisional deens whe report to the Academic Deen. The dean is respensible to implementing program requirements end provides leedorable for a feculty 61 17 requising members, augments that leaving with validing and sejunct of translations are supported to the feculty with validing and sejunct of translations are not of translations and selection of translations are not interpretation and ending the programs in these fields; coordinates the curriculum and encaurages curriculum development; and currently and the programs in these fields; coordinates the curriculum and encaurages continued to the second and formation and the second and the second

Cuelifications: Candidates for this position must be highly respected professionals in either transfation or inserpretain with experience in accessme deministration and in teaching T3. Professional competence in elessitive of the languages of instruction is required. An earned doctarte is preferred.

Application; The seerch committes will begin screening candidates on February 15, 1992, Nominations and applications are snooncept prior to that date. Applications evolved first will receive priority consideration by the seerch committee. The applications are seen consideration of applications, accurate 176 applications, and in somes, addresses and telephone numbers of etilised there references is:

Search Committee, Dean of Transletien and Interpretation Monterey Inciliute of International Studies 425 Van Buren Street, Monterey, CA 93940

The Monterey inelliute is en equel apportunity educator and employer and specifically invites and strongly ancourages applications from woman, minorities, Vietnamera veterans, end individuals with disabilities.

MONTEREY INSTITUTE of INTERNATIONAL STUDIES



Calvin College

Calvin Collego invites applications for the position of Dean of Student Development. The basel function of the position is to ensure that the student development goals of the Student Affects Division at Calvin College are featured through all metter relating to new student orients— and positions. Another the College are featured to the college and positions of the and positions. Another the College and the College and the College and challenge are the college and the college and the college and challenge are the college and the college and positions and the college and the college and positions are the college and positions and positions are the college and posit

Ms. Connie Bellows
Ms. Connie Bellows
Director of Human Resources
Calvin College
Grand Rapida, MI 49546
(616) 937-6495

Calvin College is an equal opportunity, affirmative action amployer end invites and encourages applications from women and minorities.

Psychology: Recife University invites exestation for a fit date, insure next, exestation for a fit date, insure next, exestation of the control of the



DEAN **COLLEGE OF NURSING**

Detroit, Michigan

Wayne Blais University Invites applications and nominations for the position of Dean of the College of Nursing. The Dean to the chief academic and administrative officer of the College and reports directly to the Provost who serves as chief academic officer of the University.

oy.

Ousitiosations:

1. Earns doctorats
2. Demonstrated axcellence in teaching
3. Administrative experience
4. Evidence of research productivity
5. Recognized leadership in nursing aducation
9. Commitment to affirmative action

e. Commitment to all immetive action Responsibility provide lascership for a college dedicated to excel-innea in teaching, research, acholessible and community services it the teach treathing research, acholessible and community services it the ecutives in nursing and other health disolplines throughout the metro-potition area.

College: Office of Number of the State of State

M.S.M., and PRU, programs. Appointment of the App All candidates should send a latter of application, a curriculum vitae and the names and addresses of three references (c):

mae and addresses of three reterences (c: Marie Draper-Oykes Associate Provest for Academic Programs Office of the Provest 4092 Faculty Administration Building Wayns State University Delroti, MI 48202

WAYNE STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

THE COLLEGE OF WILLIAM AND MARY

............



Associate Dean for **Development and Alumni Affairs** Marshall-Wythe School of Law

The Marchall-Wyde School of Law at the College of William and Mary trutes amplications for the position of Associate Denn for Development and Ahumni Afrikas. The Associate Denn is responsible for developing a comprehen-des development program design to enhance understanding and support of Desm of the Marchall Conference of the Associate Denn reports directly to the Desm of the Marchall Conference of the Associate Denn reports directly to the Description of the Development of the Conference of Mary.

The successful applicant must have an understanding of and commitment to legal aducation and posess proven capitatational, interpersional, supervisory, and communication selfa, hypopriste educational and fund-sharing back-ground including capital campaign experience and knowledge of alternit el-lotes preferred.

comprehensive.

Latter of application, resume, salary history, and names and telephone numbers of three networks to Dermis Slort, Director of Development, Tha Codings of Williams and Many, Williamsburg, VA 23157-9795. Review of applications will begin on February 3 and will one until the posterior is filled.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer, Applications from women and minorities are encouraged.

sas 72467. Screening of applicants will be gin binneb 2, 1992, and continue until posi-tice in filled. Affirmative Action, Equal Op-

too in Blot, Adjumelte Artine, Speal Gergeringer, Christian Speal Gergeringer, Christian Speal Gergeringer, Christian Speal Gergeringer, Christian Speal Geringer, Adapt Christian Speal Geringer, Adapt Christian Speal Geringer, Adapt Christian Speal Geringer, Christian S

gram and APA-approved (or equivalent) in-terastic professed. Liconouse or alkalidities for the cancer to the State of Georgia alterna-is preferred. This position requires strong manual psychology skills (avalonation, spatiment and referral), Experience in Stu-tionary and the state of the strong short-dense particularly itself for services, short-dense particularly itself for services, short-dense particularly in the state of the services.

hred supfications of affaired psychology, frontiers with autourty prosistions, or frontiers with paperty prosistions, or frontiers with paperty prosistions, or frontiers with a fair paperty paperty of the convent clinical property of the paperty of the convent clinical property of the paperty of the paper

The Psychology Department ground by Versity in Bendry Literature of the Versity in Bendry Literature. Or the Real of the Real

Azusa Pacific University DEAN OF STUDENTS

Azusa Pacific University invites nominations and applications forth position of Dearcof Students. The Dears reports to the Vice President for Student Life.

Responsibilities: The dean purifies which and leadershy is achieve poils of the Office of Student life. Specific reasts of repo-sibility include residence life, compute ministries, surdent subseq-orientation, personal and career counseling, campus sidey, and health services.

Qualificotlessee Austrafraganal ostragious Curistian faith; ancened doctorate, flee to seem years of significant administrate and opported sold experience in statem allatis higher education, experience with husiger development and management; demonstrate adminy to integrate curricular and a securist due programming desirated control and an even curist and programming desirated control and even control and contr

Compensations transpetitive with like insulations

Application process: Applications should include a resume, less Apparention processis apparent any should include a risung, long of application, and runnes, addresses, and telephone numbers of three references. Please note if you are planning to attend the ACPA on NASP Accompanion. The expected appointment date is July 1, 192. Send materials to:

Alice May Pong, Chair Search Committee for Dean of Students Azuso Pacific University 901 E. Alosta Ave., P.O., Box AFI Azusa CA 91702-7000

Applications should be received by March 2, 1991. The university reserves the right to extend the deadline as circumstances warm.

Azins Pacifi, University is a distinctively Christian, conducation, illural arts university, accrucited by the Western Association of Schoolstand Golques, In detection, task and importunities debuggia-ristic and merser's degrees. As at hiristin insultation, APU-diffusible supermany of i dasts in all areas of life and expects faculty to node Christian values in their professional and non-professional another.

Azusa Pacific University does not discriminate on the basis of us, race, one, disability, national or ethnic origin, or status as a veisus in its programs, policies, or procedures. Minorities and women or origin to apply.

Dean

College of Arts and Sciences **Cleveland State University**

Cleveland Siele University is seeking a creative teacher/scholar to lead the largest academic unit at the center of a comprehen-sive university. The successful candidate must have: a passion for the world al ideas and an opennous to their

e passent le uie vroie de la casa sur experience de l'elescour de l'eles

and its inetistions; a commitment to recruitment, rejantion, and development of diverse university community;
• a sense of payapective and humor.

Minority and women candidates are urped to apply. The Colege of Arts and Sciences has approximately 620 majors and over 400 full and part time taculty in 23 departments and 46 degree granting programs at the beccalaurests, master and doctoral levels with a budget of \$25 million.

Cleveland State University is a large university serving Northe astern Ohio and enrolling approximately 19,000 sludint in als undergraduate accelerate colleges (Arts and Science, Business, Education, Engineering, Lew and Urban Affairs) and the Grantists College.

Bushness, Education, Engineering, Low area unam-the Graduate Colleges.

Cleveland is a remaissance ofly in a metopolitism area of 25 million people. It is blessed with a world-date supplier scheeks, fine museume, the bird largest public flowly for country and recreational opportunities abroad by latent country and recreational opportunities in the control of a stimulating ethnic and recall basismon. With the reviewed finance

Applications and nacida belance. Will be reviewed immediately but accepted up mill the describe of March 1, 181. Candidates should submit a letter of chierant, season, and harmonic solutions of chierant, season, and harmonic solutions of chierant productions of the chierant season. The should be chierant the chierant season of the chierant se

= CSU Cleveland State

At the an Best 75 Serve, Chrushad and Charles of Charles (Services to the services of Charles (Services of Professional Charles (Services of Charles (Services of Professional Charles (Services of Charles of Charles of Charles of Charles (Services of Charles of Charles

BULLETIN BOARD: Positions available

nean of the

School of Education

SENDEU II CLUBERGEUIT MANUELLE CHAPPERGEUIT MANUELLE

stoogh the Application of continuents and communication of the according continuents and the control continuents and the control continuents and the control continuents and the control contr

decima are ano reconstry behapater SIME ocitige is situally sixuated in a small New England community cities to Brotion and Clape Cool. The Collego has a SSD-year sident to decimality stackers. Approximately 38 percent oil all current statistic podragolaute and gradurife are occurring in education intelled progress. For Collego delimination and individual security of pril describation disciplinates are visit as the Confinction of Awarded

AGLIER: Compressive ENDIPLETE APPLICATION FILE: Open and continue ing but one prior to March 1, 1992 [Letter of application, conticioum vol. and names, additissies and telephone numbers of three references should be submitted for a complete rile!

ADDRESS ALL INQUIRIES TO: Professor Justin Liechers, Charperson ains Sauch Committee on Billion of Human Resources, Bridgewater Stam Caleson, Bridgewater, MA (223%)

STATE COLLEGE

Bridgewater ____

Winona State University

DEAN OF THE

COLLEGE OF LIBERAL ARTS

Wrom Stels University trivates applications and norminations in the position of Step of the College of Liberal Arts. The Open is responsible to the View and the College of Liberal Arts. The Open is responsible to the View and Step or resident Affairs, requires surpos [selectrisky indicates, about with the activation of the College of

Approximately 100 faculty.

Whenes State, a member of the Pennesota State University System, is e compositantive regional institution. Enrollment is about 7,500 tale, and port in therein in The University is sturied in the beautiful Missistopi River for the Control of the Con

bottom (Q. Withous Igoophaton 30).000) The Richester Center campus is bottom (Q. Withous Igoophaton 30).000) The Richester Center campus is been presented in the Richester Center Campus III of the Richester Center Campus III of the Richester Center Center Campus III of the Center C

Winona State University is an Equal Opportunity.
Afternative Action Employer
Woman, minorities and disabled individuals are securely announaged to apply

15Q

MLINE Competitive

Binghamton STATE UNIVERSITY OF NEW YORK

Invites Applications and Neminations for the Position of

DEAN OF THE SCHOOL OF MANAGEMENT

THE UNIVERSITY AT BINGHAMTOR'S use at least obcome spinster, sesseeth-based University Centers in the 64-campus Shau chinestery themselves based University Centers in the 64-campus Shau chinestery reliefs to the deathy of its entering institute, the University is Bingheston collen over the destination of the Control service of the Control ser

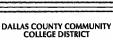
PINE. THE SCHOOL OF MANAGEMENT is AACSB accredited, offers the BS, MS, MBB, and Ph.D. degrees The School has an enrollment of ebout 1,100 undergraduate programs suddenia. The undergraduate programs in eccounting end management ere extremely selective, with about 12 applications for every healthman asat.

tions for very learning seat. The description was considered to the School of Management and had general reasonability for he operation of the School With the other and had general reasonability for he operation of the School With the other and had general reasonability for he operation of the School With the other and development in delating, the secretary of the story and state of pleaning and development in delating, in the secretains of the story and state of pleaning and development in the state of the

facility appointment, and demonstrated readership and administrator addition.

FORMAL SCREENING of applications of being incharges 1, 192 and sold considerate with the position is filled. Anticipated southing date is ably 1, 1922 and sold considerate with the position is filled. Anticipated southing date is ably 1, 1922 numbers of four references, should be softwarded to the production of the consideration of the production of the consideration o

The University of Binghamton is strongly committed to allowative action, and otiess access to sorvices and securits students and employees without report to race, colos, sex, settijion, age, discibility, manifel stabu, resual ordernation or preferance or preferance.



DEAN OF EDUCATIONAL RESOURCES

El Centro College Dallas, TX

El Centru Crillege, part ul the sover-cuilege Oallas County Community Col-lege Diarkt, is srecine qualified applicants for the public of Oan of Lincalinala Resource, El Centro, with an exposition of approximately 5000, in the control of the College of the College of the College of the Lincal County of the College of th

showtown Dallatz is high man excitcle at the some colleges and effects we support the property of the property

FFO/D/AA Employer

The Chesish Constitutions experience in a strongeristics, curricular, convictions, and constitution of extraordinal control of the constitution of

Public Adenbristation: Trainina—Manaper, Research Manaper, Research Perfect August 1 (1997) Analysis: Harverd University. The Refer Manager (1997) Analysis: Harverd University. The Refer Manager (1997) Analysis: Harverd University. The Policy Analysis: Harverd University The Policy The Po

Concinum Levin Coultum of Histon of Micro-Tan Statute Concinum Levin College of Un-transity and Concinum Levin College of Un-serving an experience of College of Un-serving an experience of College of Un-transity and College of College of College and Ford purposes of Micro-tan ford purposes of Micro-and Ford purposes of Micro-and Ford purposes of Micro-and Ford purposes of College of Micro-and Ford purposes of Micro-and Ford purposes of College of Micro-matical College of Micro-matical College of According College of College of College of According College of College of College of According College of College Oppositely Statuters of Special College Oppositely Statuters of College of College of College Oppositely Statuters of College of College of College Oppositely Statuters of College of College of College of College Oppositely Statuters of College of Col



Dean of the School of Natural Sciences

Sonoma State University is one of the 28 canquises of the Cellilomie State University, Located 48 miles north of San Franciscu, 55U has an encullment of 7,500 studiests and 445 full-time and part-lime faculty. The University seeks candidates for the position of the Dean of the School of Natural Sci-

ences.
The Position: The Dean provides both intellectual and eliministrative leadership to the School which serves approximately 1200 undergrabate and 119-yer double rudents inability in the Northing departments:

Chemistry
Cumpater and Information Sciences
Geology
Congrater and Information Sciences
Northing
Northing

Nursing" Physical Education and Health Sciences"

Physical Education and Health Sciences
Physical Advancing
Physical Advancing
Physical Advancing
Physical Advancing
Physical Advancing
Physical Advancing
Physical Physical Physical Physical Physical Physical
Physical Physical Physical
Physical Physical
Physical Physical
Physical Physical
Physical
Physical Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Physical
Phy Qualifications

Qualifications:

Regulards An extend doctorals and academic credentials suproring a laculty appointment in one of the School's departments; undergraduate the program of the specific properties of the program of the specific program of the program

Data of Appointments August 3, 1992. Salery Cummensurate with qualifications; includes a substantial benefits narkage.

packager, Application deadliner All numinations must be postmarked un or belure February 15, 1992; all applications must be postmarked on or before Mart fr. 2, 1992.

Application Procedure: Send a letter of opplication explaining interest in and qualifications for the position; a curriculum vitae; and the names, addresses and telaphone numbers of five parsons who may be contacted for references

to:

Dr. James Gale
Dr. James Gale
Office of the Vice President for Academic Alfairs
Sonome Sibe University
Academic Alfairs
Sonome Sibe University
Page 1912 on mil cotteepandence shout that pushfore files for a mile Page 491-92 on mil cotteepandence shout that pushfore

tion.

Somoma State University is an Alfranalive Action, Equal Employment Opportunity institution and in committed to increasing the diversity of its
faculty and staff to reflect the lettereasing diversity of its student body and
certain and the staff of the staf

DEAN

SOUTHERN NEW ENGLAND SCHOOL STAW

Southern Wer Engined School of Law Invites applications and moninstants to the position of Denn. SNESS. Is an Independent see school, authorized by the Messachusetts Band of Hageness to assembly him a full-line feating of eight, and part Decker degrees as surrectly him a full-line feating of eight, and the part of the state of t

Association.

The Dean is the chief acadamic and administrative efficer of hipsehool and regars is the Boar of Trustees. The Dean has re-possible found and regars is the Boar of Trustees. The Dean has re-possible found-nisting second results and results are second results and resul

SNESL is an Affirmative Action, Equal Opportunity Employer.

under so recruit for just feath's promittioners as picker in more could recite remains or a relative in more could recite remains or a relative in more could recite remains or a relative in the remains of the remains



Dean

Armour College of Engineering and Science Illinois Institute of Technology

Hilmois Institute of Technology

Its flims however, of technology, beard in Chasse, Blook, weak
apple from and nonmarizes for the postion of Dense flit Armont Follags of Inguire flight and Vinne, It (College In U. 18) the time facility and
in department of the belief S. marack's and Pr. J. slegars, the following the control of the following t

primition of it lateradays with during and the community.

Required Qualification: (1) the weeks, the shirt paid relevable model is good the development of dimensive objectioned and recensil programs into the development of dimensive objectioned and recensil programs into the college offerness, and, in particular in long-constituting loosthood seeks of the college offerness, and, in particular in long-constituting loosthood with a warring, is program internal, experiment after, weeks, the surface of the college of the college

ang a Gauly a papointuman a a teutra d full partiesson in the College. Appliendings and Monthuslaturis I. Sa Gorda L'oumillare sa saicele stake and papellacidator and manusiquin monitantum and will kepan reses went papelacidator and manusiquin monitantum and will kepan reses went papelacidator and manusiquin and manusiquin and saicele statement 1972. A farmulare higher time will consideration and saicele statement patients, which should entirate a brief attactiones substaints where and (r) the tament, mirt, saideness and belyionate mushross of singer obligators, (r) the tament, mirt, saideness and belyionate mushross of singer obligators, and the saideness of the saideness of the saideness of the parties of the saideness alternative and the saideness of the saideness of the saideness of the saideness alternative and the saideness of the saideness of the saideness alternative saideness of the saideness of the saideness alternative and saideness and saideness alternative saideness and saideness alternative saideness and saidene

the district of the control of the c

The illinois institute of Technology is an Equal Opportunity, Affirmative Action Employee arongly committed securencing the diversity of the finulty and staff, and invited and encourages nomination of and applications from women and members of eitheir minority groups. MiFV/N1.

130 400 p4 4-00440, 042-510 +34+43+4 02 +74+4350 +250+253+344+ 14

AUBURN UNIVERSITY

Dean, College of Liberal Arts

Nominations and applications we invited in the search for the position of Dania of the College of Useral Arts all Austrum University, a band-granul university of 21,700 automosts. Exposity contents are despensioned of Communication Connocities Connocities on the College content of Communications of the College Colle

in o year, rossey, rigorology and Public Administration. The floudy is committed occeditionally in learning and research/creative activity. The Death is especiated to bring strong interpreserval skills to provide creative incidentally the flow developing and strengthening of the programs in the College. The Death must possess an exercel terminal degree in one of the flows of the College. The Death is the cities described and administration study the flows of the College. The Death is the cities described and administration of the College and reported decry to the Vice Freeditins for Academic Atlant COLAMIFICATIONS OF SIRRO

- What inchrimens organization in teaching and research/creative activity

 9 successful academic administrative experience

 9 successful academic administrative experience

 9 sperience in developing cristantural resources

 9 commitment to faculty participation in university governance

 9 commitment to academic Action/Equal Employment Opportunity The salary and starting date are negotinite. Applications or should be submitted to:

Anount be submitted for Dr. Richard Kurnier.

On: Richard Kurnier.

Onl. Rosert Committee
3094 Hally Center.
3094 Hally Center.
Applications should include a letter of interest addressing special qualifications and a floating.

Applications should include a letter of interest addressing special qualifications and a floating.

Applications should include a letter of interest addressing special qualifications and a floating.

Applications should be applications rebinary 1, 1992 and will continue until Application Rebinary 1, 1992 and will continue until Authority (Interesting Applications).

Policy Admangements Playmed University.

of the which their platemast, anged (1) independent markets and product them a contribution agricultural for the policy formal products and product them a development of the policy formal products and product them a development of the policy formal products and product them a development of the products and the products are products and the products and the products and the products are products and the products and the products and the products are products and the products and the products and the products are products and the products and the products are products and the products and the products and the products and the products ar

LAMAR UNIVERSITY - BEAUMONT Dean of the

College of Fine Arts and Communication

Lintur University-Beaumont invites applications and nominations for the position of Dean of the College of Fine Arts and Communication. The successful candidate will assume office on September 1, 1992. successful candidate with assume otnee on aephemicet 1, 1992.

Be Unitersity Lannar University Featurons is Joneard in Gearmont. Text.

s., a programsive city in the Sunbell and one of the world's largest petruchermical centers. The university is no educational, scientific, lephifola and cultural resource center cumulated to the three-fold mission of teaching, meacach and service.

ing, mearch and service.

The College in Couling includes the deportments of Art, Communication, and Mulae and Theorim, as well as public radio totalon XVI, U-Fin. Disciplines include Art, Communication, Media Arts, Communication of Control of the College of th

majars in the University.

Quilfilations: If, an exteed deciciente in a divelpilar represented in the College? 21 as moroul of excellence in reading, schools pleasuring which we consider the college of the college of

Deadtlant Fur full consideration, applications and nominations must be authoritisd by February 3, 1992. Application/Nominution Procedure: Letters of application or nominution shauld be sent to:

oc sem to:

Qr. W. Patrick Harrigan, Chair

Pine Arts and Communication Dean Semmh Committee
P. O. Dux (6077
Lamae University
Benumout, Texns 77710

Applications must include a letter of interest; uresume; names, addresses and itelephone numbers of three memores. Women and numprities are reconsigned to apply, Lenna University is an equal opportunity, offirmative scilon employer.

Dean

College of Art and Architecture UNIVERSITY OF IDAHO

The three-ray of sides in indices nominations and appreciations (or life interests) or sides in indices nominations and appreciations (or life interests) or sides of the side The University of Idaho, with an enrollment of opproximately 9000 students, is the state's land-grant institution and senior of Idaho's four state-supported institutions of higher education.

This person will lead the teaching, research, and public service scilvi-ties of the College of Art and Architecture. Candidates for live position will be expected to possess:

Candidatos for III e position will be expected to possessa: qualifications to noise a terrure fail professorable in one of the college's disciplines, a record of teaching and action/processive ac-demonstrated sality in justiming, program developments and fund-ing, personnel, businged development and working with professions processing the processing of the processing and profession-al integrity.

* ecomprometric promoting executive, in reacting and schools pro-trice position is a wellable July 1, 1692. Search and selection procedures will be closed when a sufficient number of qualified applicants has been identified, but not estimate than liver in 15, 1992. Normhadons and applications, including a letter of application, a curriculum when, and this names of hire references should be addressed to:

Dean Robert Bartlett Chait. Oean Search Committee College of Mines and Barth Resources University of Idaho Moscow, ID 83845 [208] 885-6195

The University of Idaho is an equal opportunity, affirmative action employer and educational institution.

Public Management, Harvard University, The John P. Mennedy, School of Gyvern sen seeks credibles for Jennic fracily position who are receat are desarrated from the profit of the public feeks, which is medium school of Jennic Management, and the public feeks, which may define the profit feeks of the profit feeks of the profit feeks of the public feeks of the public feeks of the profit feeks of the public feeks of the public

Public Policy Harvard University. The john P. Kameely School of Government immits spoilcations for junior fasalty posi-tions. Candidates should have distin-national Fh.O. records in public policy, comming, attailing, demonstrativ, opera-tions research, or misted fields; strons

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

A growing, privata, comprahansiva Catholic university, STU has an athnically and internationally diverse student population of 2500. Over 50 facuty leach 127 undergraduate majors, 11 graduals programs and that Lew School. The main campus is altusted on 140 wooded acres and is just north of Miami. Two outreach and the substance same than wider South "Fordia community." Thasa naw Dean positions will raport to the Vice Presi-

ST. THOMAS UNIVERSITY

DEAN, SCHOOL OF BUSINESS

An aetablishad academic with atrong menageriel ex-parlance is required to lead in the managament of un-dergraduata and graduate programs, curriculum de-sign, assisting in the recruitment and ealaction of new faculty, and fostaring public ratelitore and fund-relsing activities for the Univarsity's largeat academic unit. The Dean will have aerned D.B.A. or Ph.D. in Bueiness and et least ten years of academic experience include ing: full-tima faculty laval laeching; rasaaran, and managament axparlanca as a dapartmant or school haad. Knowladga of Intarnationel businaas ae it im-pacta South Florida and expariance in private businasa la dastrebla.

DEAN, SCHOOL DE CONTINUING EDUCATION STU eaaka a strong, damonetrated leader to success tuly devalop and implement naw cradit end non-credit programs for adult laerners et ite threa localions. The Dean will play a etrategic rola in cultivating the School while meeting the increasing demands and rapidly diversilying nads of the surrounding community. A sig-nificant portion of the Daan's reaponsibilities will in-clude the innovative design of acedemic programs serving to proper the School Into the next century. Tha Daan will have on earned doctorels, plus a minimum of 3-5 yeers' provan menagerief axparlanca la continuing aducation. Bilinguel (English-Spanish) skilla ara halplut; ability to work with multicultural

populations is raquirad. STU walcomas man and women of all agas, reces, nationalities, and religious ballafs, and oflara competinationalities, and religious ballars, and oliara compen-tive salaries commaneurate with axpariance plus an attractive benafits program. For immediata conside-ation, submit your résume, firae rafarancea and off-clai transcripts by Fabruery 5, 1992 to: Dr. Norma M. Goonen, VP Acadamic Affoira, ST. THOMAS UNIVER-SITY, 18400 NW 32nd Ave., Miami, FL 33054. Fax: 305-

Equal Opportunity Employer

Assistant to the Dean of the Faculty

WILLIAMS COLLEGE

Applications and nominations are invited for the position of Assistant to the Dean of the Faculty of Williams College. Founded in 1793 and located in the Gerhehts while of western Mossachuseits. Williams to highly selective, coeducational liberal of act college of 2,000 students. such is elective, coeduccitional liberal cate college of 2,000 elections. Heapting to the Deen of the Foculty, the Assistant's primary the surface of the Foculty, the Assistant's primary the surface of the Foculty of the Section of the Committee of the Committe

Candidates must have a B.A. degree, and an M.A. is highly desirable. A minimum of three years work separance to a these distributed and the second separance of the second separance of the second separance of the second separance of the second second separance of the second s

To opply, not lieter of application and sésumé along with the names, addresses and letaphone numbers of three water-reloted manes, addresses and letaphone numbers of three water-reloted manages, addresses and settlement of the second of the

EEO/AA EMPLOYER

menting, research, and multiculture rementing at the proof of the pr

TRENTON STATE COLLEGE



BULLETIN BOARD: Positions available

such lies fork and Philadelphia. Benefit and alazies are compelifier. The School of Business consists of four departments and offers programs in accounting, business administration, economics, finance, management, marketing and business education. There are proximately 40 fold-time boxtly and about 1000 artifolds. Business and the Vice President for Anademic Affairs, the dearn acts as the senior accelerate officer of the School of Business and School of Business a smire andemic officer of the School of Business and assumes overall responsibility for the development, modification and administration of programs neces-sary to meet the academic needs of students served by the school and for the fostering of excellence in pro-grams, instruction and research. The dean will super-

DEAN SCHOOL OF BUSINESS

Treates State College is a public, comprehensive unter graduation intuition with a full-time envaluance of or
prograduation good budnets are ABO Scientify and data.

We are proud that we are achieving the goals of
and an approach of the control of the state of the promotions Committee. He or after
an approach that the control of the state to the President, through the Academic Vice President, the dean makes recommendations for promotions to the season makes recommendations for promotions to the season of the control of the season of

says meet the academic needs of students served by the school and for the fostering of scaelineer in program, instruction and research. The dean will super-scheduled by the fostering of scaelineer in programs, instruction and research. The dean will super-scheduled by the foreign of scredibles. The school of programs to meet alandasis do acredibles. The school of programs to meet alandasis do acredibles. The school of the school of scredibles. The school of th

Dean of the College of Llfe Sciences Dean of the College of Business and Public Management University of the District of Columbia

The University of the District of Columbia invites applications for the positions

Responsibilities: The deans of the colleges are responsible for policy formulation and for planning, budgeting, programming, directing and evaluating the broad range of programs and support services in their respective academic units.

Qualifications: An earned doctorate from an accredited university is required. Other requirements are a minimum of six years of experience, including three years of full-time teaching in a discipline offered by the college and three years of full-time senior level scademic administrative experience. That experience should include curniculum development, personnel management, budget development, and fiscal manage-

ment. Evidence of scholarly productivity is expected.

D.C.'s Residency Preference Admendment Act of 1988 authorizes an award of preference to applicants who are District of Columbia residents. A "preferred" applicant appointed to the position must prove residency and remain a District resident for five consecutive years after appointment to the position.

Salary Range: \$66,380 - \$77,405 per year. Applicants for Dean of the Coffege of Business and Public Management should submit a reaume by February 28, 1992, to the attention of Isabelle McMillian and applicants for Dean of the Coltege of Life Sciences should submit a resume by February 28, 1992, to the attention of M. Nadine Whittington at the following address:



University of the Diatrict of Columbia Office of Personnel Management and Development MB4804

4200 Connecticut Avenue, N.W., Washington, D.C. 20008 UDC is an Equal Opportunity, Affirmntive Action Employer,



Administrative Position Dean of Learning Resources Utah State University

Utan State University

Mahinisters and coordinotes the University's fibrarias, telesomeunication, publication, photo, telephona, and computer services. Rapouts administerilyasy to the University services. Papouts administerilyasy to the University of the University of the University of the Control of the

USU is an AA/EO employar; women end minorities are strongly encouraged to apply.

Contact of Element Administration, Dr. Contact of Element Administration, Dr. Contact of Element Administration and Indiana. The Contact of Element Element

there are to retreate of the real cases
where the results of the real cases
where the real cases where the
real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property is required to
the real property in real property in
the real property is required to
the real property in requirement, the
tension of the real property is required to
the real property in requirement to
the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requirement
to the real property in requi

VANDERBILT UNIVERSITY Dean, Blair School of Music

Vanderbili University kyltes applications and nominations for the posi-don of Ocan, Blair School of Music.

don of Cean, Batt School of Mode.

Reporting discrete to the Process, the Osen is the chief administrative Reporting discrete to the Process, the Osen is the chief administrative which will advance the growth of a young program within one of the molicity prepare unweighted. The Accordant the search committee special control of the process of the pro

expecies (in spopisiment as sull pipelasso).

Bills School Orbust is the news of invented in sen school. A degree programment of the sen school is degree programment, composition, or mutual as in it is addition, that serves in the major sense in the sense of 20 follows and misors in mast and misors have been sense of the sense of 20 follows and misors in mast and misors have been sense of the sense of 20 follows and sense of the sense of the sense of 20 follows and sense of the sense of 20 follows and sense of 20 follows and sense of 20 follows and 20 follows

Applications should little a letter of interest, a curriculum vitae, and the nimes, adultesses, and telephone numbers of five relemnces. Please lend applications by January 25, 1992 to:

Christian Teal, Chair
Christian Teal, Chair
Diair School of Music Oean Search Committee
Office of the Provont
221 Kiridand Hall
Vanderbill I bibarathu Vanderbill University Nashville, TN 37240 FAX No. (615) 322-762P

Vanderbift University is an Equal Opportunity, Affirmative Action University, Qualified women and minorities are especially encouraged to apply.

S-50 p. ss. Central Standard Tites, 21 February 1992. Metrinals used in list de a laste of 1992. Metrinals and inter professional searces. Multi to Dr. Cury L. Miller, Dr. vision of Campus Recreation, University of Illinois, 170 18-92 Ballation, 201 Pashooty Orive, Changalan, R.A. Affirmative Action, Expanding R.A. Affirmative Action, Expail Opportunity Employer.

Recreation: Tentra-irrat savistandasio-cias podessos, affective dapos 1992, pur-curan to fundini, Doctorate in Recreation. Opidace Education, Leisura Studies or re-lated area renuired. Tech andergradual professional preparation courses in out-door recreation-deviation, outdoor jus-susts, general recreation and recreation ac-trify commas. Submit letted of application. trofferdien state, official transferient and treatment and interface and interface and interface and interface and interface and interface. Charges now, Digitalization of Manicoland and Carlos and Records, Watern Schol and State and Sta

per Saint Mary of the Woods Cel-ling the saint Mary of the Woods Cel-ling per the Besture recopts to the Vice Previews for Acceptate Alfain and arrest on the Acceptate Council, Recovering of sacistic assistance Council, Recovering of sacistic assistance of the Celebrate sacistic assistance of the Celebrate per Celebrate of the Celebrate Celebrate selectes and procedures; and the complete soil assistance of appendix of data ten-

careing student records, Cardificiate and supported calestrational protections, trough and joint control and protection and protection in global careing and protection in global careing and protection in global careing and in particular in

suly AAIDE.

abadillatine Committing Technical Artistus Frichere for CDE doctorisings frichere for CDE doctorising Frichere for CDE doctorising from the CDE and t



DEAN OF THE LIBRARY

The University of Alabama in Huntaville Invites inpulcations and nominations for the position of the Dearn of the University. Useff is a city consignation, and administrative Secretary (Invited Secretary), Useff is a city consignation of the Dearn of the University. Useff is a city consignation of the University of programs at the Inachedra and Invited Secretary, Ph.J. In you arms one of the University of programs at the Inachedra and Invited Secretary, Ph.J. In you arms one of the University of the University of Ph.J. In the University of the Education of the University of the Uni

connumity of scholars and research schoalists. The Dern of the Library protest theory to the Proyect and a requirement for the administration of the main unbeasity filters and the chombarsh medical library of the Scholar for Planny's Medical Card. The City Library and such control and the City Library and the City Library and City Library to the University in tederal professional conditionence, all and the City Library and City Library and City Library to the University in tederal professional conditionence, to benefit as each end of the disputed community.

stete, and nestional agencies, and to the tegional community.

Qualifications in clusted a entirement advanced degree, and a Ph.D. would be
Qualifications in clusted as entirement advanced degree, and a Ph.D. would be
quitted with a legal low plant of experience to improparatively referred to provide a
position, including budgeters and fine exponentiallists.

Calcularly archivemental properties are considered to the exponential legal control of the control

on efficiency and instantion of the littery affectively to device consideredto efficiency and mention of the littery affectively to device consideredproperties of the control of the control of the control of the control

on efficiency and mention of the littery affectively to device consideredproperties of the control of the control of the control of the control

on efficiency and the control of the control of the control of the control

on efficiency and the control of the control of the control of the control

on efficiency and the control of the control of the control of the control

on efficiency and the control of the control of the control of the control

on efficiency and the control of the control of the control of the control

on efficiency and the control of the control of the control of the control

on efficiency and the control of the control of the control of the control

on efficiency and the control of the control of

Send resume and names of at least three cutrent references to:

Olfice of the Provost Madison Hall 123 The University of Alabama in Huntsville Huntsville, Al. 35699

Review of applications will begin February 15, 1992, and will continue until the position is filled. The University of Alabama in Huntsville is an Equal Opportunity, Affirmative Action institution and particularly invites applications from women and minorities.

sion from warms and stimulities.

Habidilitan Consuling Parchinger University of Wiscontri-Volleton, Ashinas Interventive of Wiscontri-Volleton, Ashinas Interventive of Wiscontri-Volleton, Ashinas Interventive of Wiscontribution of Wiscontri

graciem and internable; a riving entirely are an extra production of the control of the control

officials hive, view, for of subvences to temporal property of the property of the month of the property o

DEAN

College of Agriculture and Natural Resources University of Connecticut

The University of Connecticut invites applications and nonsinctions for the position of Dean of the College of Agriculture and Naturef Resources. The University of Connecticut is a land-grant institution located in rural eastern Connecticut with an undergraduate enrollment of 16,000 and a graduate enrollment of 6000. The College is composed of so academic departments: Agricultural end Resource Economics, Animel Science, Natural Resources Atenagement and Engineering, Nutritional Sciences, Patho-biology, and Plant Science.

The Deen reports directly to the Provost and Vice Presi-Into Dean reports directly to the Provost and Vice Presi-tional for Academic Affairs and has overall responsibility control for Academic Affairs and budgets for the College and the Involvear Detailities and European State of the Dean elsa servers as the Director of the Stors Agricultural Experiment Station and the Director of the Stors Agricultural Experiment Station and the Director of the Stors Agricultural Exercision System. The College of Agricultura and Natural Resources has approximately 350 professional staff and a hudger of about 550 million.

The successful applicant must have a vision and the capa-The successful applicant must have a vision and the capa-fully to address the challenges facing the food, agricultural and naturel sesources systems in a rapidly urbanizing state. Applicants should have the scholarly and teaching creden-lates appropriate for appointment in an academic depart-ment within the College at the sank of full professor.

Our strong preference is to have the Dean in place by Fall, Our strong preserence is to have the usen in piace by rail, 1992, but niher possibilities may be considered. The review of applicants will begin on April 1, 1992 and the search will remain open until a candidate is selected. Nominawill remain open until a candidate is serciced. Nomina-tions or letters of application, accompanied by a curriculum vite and the namet, addresses, and phone numbers of live references, should be submitted to: Dean Search—College of the control o references, should be summitted to: Dean Search—College of Agriculture and Natural Resources, Office of the Provost and Vice President, University of Connecticut, U-86, Storrs, CT 06269. AA/EGE. (Search #2A78)



DEAN **MACKAY SCHOOL OF MINES** University of Nevada, Reno

The Meckey School of Mirys is seeking as deen n creative, energatic leader. The Meckey School of Mirys is seeking and earn not active an excellent section and experience of the section o

The secondar conditions that the secondar considers and the secondar conditions should have an extended colores and be immediate in one of the deportment of the school's a record originate academic moderated or governments deministrative experience. As the school's a record and produced or procure certainst living strong research and productations a procure notation living strong inferences and concommiscents stills and he ability to effectively plan, execute, and manage innovative policies and programs.

programs.

Application must include a riseurer; p saterment of manageriet, leadership, freeding and research philosophy; and the nerms and addresses of the research philosophy; and the nerms and addresses of the research research philosophy; and the nerms and addresses of the research philosophy and the research philosophy and the research philosophy and the research will continue uptail the position in filled, introduces with freather will begin cluster April, 1792. The preferred desting date is Aduly 1, 1992. Salary is open.

Search Committee, Mackey School of Mines ofo Academic Affaire Office 110 Chark Administration Building, Mail Stop 005 University of Nevada, Ramo Rano, Nevada 89557 Phone: (702) 784-1740

The University of Nevada, Reno is an EEO/AA employer and employe only U.S. citizens and eliens lawfully authorized to work in the United States.

belighes The Chigers, Listwerity of Hossis (a British and Chigers, Listwerity of Hossis and Chief and Chie

Associate Dean for The School of Hawaiian, Asian, and Pacific Studies UNIVERSITY OF HAWAII AT MANOA

The School of Hewausn, Asien and Pacific Studies (SHAPS) invites applica-tions and nominations for the position of Associate Deea (Position No.

and and hadden and the first of the control of Associate Uses it returns No.
School of Heasting And heat and Pacific Medius is comprised of Pine are study another Center for Chinese Soulies, Center for Headte Suidies, Center for Pine and Suidies, Center for Suidies Center for Pine Suidies, Center for Suidies Andrew Andrew

this Ucan's absence.

All inimized Qualifications: Ph.O or equivalent in an aree relevant to the SHAPS; evidence of successful seaching, scholarship and publications associated on the superior of the superior s

Salary: Salary commensurate with qualifications and experience; with a mini-mum annual salary of \$50,040. Effective Date: August 1, 1992.

Application and Maniantines: Submit letter of application, full curriculum virsu, and the manes, addresses and releptione numbers of rives references and the control of th Closing Date: February 15, 1992.

An Equal Opportunity, Affirmative Action Institution.

Dean Of The College



Centernary Collage of Louisiana, an independent liberal arts college of \$100 students, invites applications and nominalizes for the position of academic team.

clean. The doan is the senior ecademic administrator of the College, reports to the president, and is responsible for undergoaluste degree programs in sixteen departments and inver master's degree programs law is sixteen result . The doard paincipal charges are academic policy and edited faculty personnel matter.

personne maters. Centranary College will appoint an individual with e commitment to academ-ce excellence, a distinguished record of teaching and scholarship, a demonstra-tion record of indexirable in college proventure, and responsiveness to the concerns of the lacular, Candidates should possess high scademic credentiels, ideals; J PR, O. In the liberal are.

Contentry College is allithred with the United Methodis Church and is located in Shrevport, Louisians. It is primarily a residential college. There are 20 full-time lacity members, 81% of whom hold a Ph.O. The current evidence ment is \$41 milliton. Centerany College is fully accordined by the recognized regional and national agencies.

regions and neithernal agencies.
This position is wellable 1 june 1992. The Search Committee will begin screening applications in meti-rebusey and will continue to the imm of selection. Persons interested in this position about a fault and polication together with a curriculum vites end three current interest of reference to

Professor Lee Morgan, Chair Dean Search Committee Centenary College of Louisiana P. O. Box 41188 Shreveport, LA 71134-1188 (318) 869-5082

Centenary College of Louisiana is an equal opportunity employer.

sec is Couch and Section Company between the Company of the Compan



Bellarmine College DEAN OF THE W. FIELDING RUBE! SCHOOL OF BUSINESS

ne Collage invitee applications and nominations for Dean of the

and the state of t

Silbated on bestulli 120 Acc campus in one steels including talks. Silbated on be sessibility 120 Acc campus in an estimate resident for a licitation of the session of Loudwille, Remacky, Relamine is the Commonwealth's largest place to Loudwille, Remacky, Relamine is the Commonwealth's largest place Loudwille, Belamine is governed by an independent self-prepetate Loudwille, Relamine is governed by an independent self-prepetate and particular to the self-prepetate and particular programs in these echocological sense in more grant used governed by a more properties of these echocological sense in the self-properties and programs in these echocological sense in the self-properties in the self-properties in the programs in these echocological sense in the self-properties begin in February and will continue will the self-properties of applications will begin in February and will continue entitle and will be self-properties and the self-properties of the self-properties of the self-properties of a self-properties of a self-properties of the self-p

Address nominations and applications to

Rubel School of Businese Search Committee for the Dean Bullemine College 2001 Nawburg Road Louisville, KY 40205-067 I

Bellarming College is an Affirmative Action, Equal Opp

College of Science and Mathematics Wright State University

Wright State Linkersky Invises applications and nominations for the position of deen of the College of Sciences and Mathematics. The deen is exposed to deen of the College of Sciences and Mathematics. The deen is exposed to provide dynamic beatership in the quest for accellance in teaching sceaarch, and protessional service, and must be sensitive to the application of diverse constituents. In Unduling minorities, women, clustood persons, and nontraditions of the constituents in Unduling minorities.

Int data sarvas as the principal episteopous and subvocate for the cole working with the tice producting for accepting data of the Council of Di-certoriate survivestry policy. The data works with departmental chairs and in inomitating college goals and policy. Among the dearn's appositio respon-ate strenging planning, program development, lazurly development, resul-tion and bedget management, second-poermicin, fund stating, and management, and relations with a starmad constituencies.

management, and relations with eatamal constituencies. Wighli State is bacted in substant Disprint, Ohio, a region of sechnical instraction and accomplishment. The university are one more than 17,000 students, including over 3,000 in gradese and processional programe. These are approximately 100 undergraduate, over 30 masters, and live doctoral programs. Research and 55 processor programs exceeded 45 in 1610 bn 1900—11.

The Codings of School and Machineria for School and Telephone (School and School and Sch

Applicants chould provide a letter of interest addressing the above qualification of control of the control of

Joseph F., Thomas, Jr., Dean, School of Graduate Studies Wright State University Deyton, OH 46435



HONORS COLLEGE

DEAN



Kant State University invites applications end nominations for the position of Dean of the thornor College, Kent State University is e Doctorel i Inditution with a sirror commitment to undergraduate education. There are approximately 24,000 students on the Kant campus and 8,000 students on seven regional campusee in northeast ONIV 100 students on seven regional campusee of the individual control of the individual control of the individual college is one of the largest Honors progreme in a state-assisted public university, it is the recipient of a Program Excellence award from the Ohio Board of Regents and is housed in an attractive. stete-of-the-art Honors Living/Leerning Center.

The Deen of the Honors College reports to the Provost end is responsible for administering, planning, and coordinating the activities of the Coolega and for providing underly-wide leading planning, and coordinating the activities of the Collega and for providing underly-wide leadership for the University's liberal education program. As chief excelled officer of the Collega, the Dean has responsibility for end full authority over the budget and presonnel in the College; for developing Honors programming the Conjunction with the Honors College Policy Council and the ecademic units; and for conjunction with the Honors College Policy Council and the ecademic units; and for nving as a spokeoperson for the needs and interests of Honors students.

Nomineea and applicents ahouid have e demonetrated commitment to ecademic

xcellence. They should poseess an earned doctorete or terminal degree eporopriete to their ecademic discipline end e record of teaching end of research, scholarship, o ornear evaderinc unsupinie and e record or teaching end or reservin, sondarship, or creative achievement eufliciant to warrent a faculty exponitment as an associate or full professor. Preference will be given to candidates who heve hed significant admin-strative experience and e well documented record of progression in levels of responsibility and leadership within Honors education. The ebility to work well with others, to be sensitive to the needs of a multi-cultural environment, and to provide leadership within a University sattling le required. Nominetions of and applications by quelitied women and minorities are aspecially encouraged. Seley for this position is competitive and commencerate with quelifications. This Seley for this position is competitive and commencerate with quelifications. This

oblight will be evaluable July 1, 1992. A letter of epplication (or nomination), curriculum vitae, and the names of three to tive references should be submitted no later then

Dr. Chervi A. Caspar Associate Provoet for Academic and Student Affeirs
Kent State University Kent, Ohio 44242 Equal Opportunity/Affirmative Acid



BULLETIN BOARD: Positions available

SEARCH EXTENDED

DEAN, SCHOOLS OF

BUSINESS AND BANKING

Adelphi University seeks an unusual leader of intellectual vision and wide experience for the position at Dean of the Schools of Business

At a moment of remarkable changes in every ospect at business, and

At a moment of ternatrable changes in every ospect of business, and reflection nationwise obout Dusiness education, the Schools have undertaken a wholescale review of their programs, curriculo, and practices the new Deanwill be expected to bring his process to a successful conclusion and set the Schools on an original course forward, appropriate to the profession and let limes. This development in the Schools detailed the schools of the

Although an earned doctarate and seniar experience in business, government, or industry are destroble, the University primarily seeks the light person for this challenging assignment.

Adelphi University, located 20 minutes from Monhattan, enroils opprox-

indelly & OCO TE undergraduate and graduate students, of whom approximately & OCO Fix on the Sab and M.R.A. pagarast in the schools, in addition to the Schools of Business and Banking, the University is comprised of the College of Aris & Sciences, the School of Location, the School of Social Work, the School of Nursing, the Institute of Advanced

Application declaring: retarday 14, 1972. Probe sentil lettier to application, curriculum villoe, and names, addresses and the telephone numbers of three references to: Choir, Dean of Schools of Business and Banking Search, Office of the Provost, Adelphi University, Box 701, Garden City, NY 11530.

UNIVERSITY A Commitment to Intellect

Psychological Studies, and University College for adults. Application deadline: February 14, 1992. Please send letter of appli-

Adolph University is on Equal Copportunity Adlengates Action Employee Market Added to the Employee Mark

Bellarmine College DEAN OF THE COLLEGE OF ARTS AND SCIENCES

Bellamine College invites norsinations and applications for the Ottan of its and Sciences

was and Sciences
The School of Aris and Science y enrolls more than 500 undergraduals
mijos and 100 guaduste students and has 55 lacinly in 14 departments
At Biology, Chemistry, Communication, Education, English, History and
Polistal Science, Meth and Computer Science, Minisc, Philosophy, Psychiags, Sociology and Theology.

chaigs, Sociology and Theology. The sponsible for the direction and foreignment of the exadernic programs in Arts and Science; is responsible for the direction and foreignment of the exadernic programs in Arts and Sciences, lossening spike actions; standards armong factory and andurent, entering exemplify and scholaries; promoting leculy development, manerally and scholaries; promoting leculy development, manerally and scholaries; promoting leculy development, manerally and standards and standards and scholaries; promoting scholaries and standards and scholaries; promotion and scholaries for Audentic Affair.

No. Trainient for Academic Afabra. Delamine seeka mindividual who possesses a Ph.O. In one of the major Evaluation seeka an individual who possesses a Ph.O. In one of the major services sepresented in the Arts and Science, as least three year services are serviced in the academic services and services are services as a service of the services and the demonstrated ability to work effectively with other deams and administration in areas who as institutional advancement and student affairs.

times in sees such a resitutional advancement and student affaire. Bittend on the securities 120 curre campos; in a muractive residential area of Lacatios, Remarchy, Bellammine is the Commonwasith's lengest private and seed of the commonwasith's lengest private control of the commonwasith's lengest private control of the commonwasith's lengest private located in the commonwasith in a governed by an independent set' perpetuality board of New Seed of Lacation 120 commonwasith in a governed by an independent set' perpetuality and programs in laws school Am and Science device All and Doma United School of Neutrinos and the W. Frieding Rudet School of Business has and potential budget in \$15 in Third Science and programs in the school and the commonwasith of the programs in the commonwasith of the commonwasith of the programs in the commonwasith of the commo

Search Committee for the Dean of Arts and Sciences Bellamine College ZOOI Newberg Boad Louisylle, KY 40205-0671 Selemine College is an Affirmative Action, Equal Opportunity Employee

CAPE COD COMMUNITY COLLEGE

Dean of Planning, Research and Development Search Re-opened

Cacculive level asenagement position reporting to the President, responsible for prepareties of the College's flow-year and deviative plans; responsible for internal, anxiet, charer and funding-source research; namengs the College's alumni, tourle-rusing, and grants development activities; oversees the Cullege's Campuint Center, Minimum qualifications lackage.

1. A total of at least live years' experience within the following four grees:

1. A hat of all host live years' experience within the following four areas: Chryslight and thewhatement of applied rescuch activities immagazine experience on a public sector research certify would be helpful. Antangament of undershatened and financial development in higher cellular control of the cellular cellul

lege.

2 Familiarity with computer systems and experience with computerization of a public mistitution or major office.

3. Knowledge at community controlic development.

4. Proven ability to supervise professional and support staff.

5. Cermunstated interpersonal shilts and proficiency in oral end written

fs. A Master's cleares (mure advanced degree preferred but not required). The early, a break time arounce orage preferred but no required. The early, a break letter of application addressing aculitations, current re-tractions are consistent of the extreme professional informaces and college tren-cripts to. Givector of Pennonsidellimention Action, Cape Cod Community College, West Barnstahle, Mess. 02668. Oeadline for applications: February 7, 1992.

Attirmative Action, Equal Opportunity Employee

uma, 11) 14. O. degree in instrumic Chemium, 21 (Jun 2000) and publication is produced in the contract of the

The state of the s

aberetisenen. No calls.

Ramarch Ramarch Ascotale. Develop
that absystems and constour programs of
the disposition and constour programs.

As a support of the construction of
the construction of the construction
to the construction of the construction
and the construction of the construction
to the construction of the construction of the construction
to the construction of the construction of the construction
to the construction of the constr



Winona State University

DEAN OF THE COLLEGE OF BUSINESS

COLLEGE OF BUSINESS

Whomas Sales University instate applications and nonintritions for life position. Who are stated in the provided in the control of the

relations and resources development: Salany range is competitive, depending on qualifications and experience. Open until Blad. Nordinations must be postravised by Fabruary 1, 1992. Screening of polyaciones will begin February 2, 1, 1992. Screening of polyaciones will begin February 2, 1, 1992. International Competition of the Competit

. Winone State University is an Equal Opportunity,
Afternative Action Employer.
Women, minorities and disabled individuals are strongly encouraged to apply.

tributions of various physical, chapted protein of various physical, chapted protein of the control of the cont



If order cards are missing, use the form below

					State 2147)	
21	YO	UR V	VINDO	W ON A	CADEM	Œ
, T			Sno	ecia	1	
			obe	ccia	l .	
		F	ur	chas	se	
	F	The C	hronicle o	f Higher E Marlon, Ol	december 1	
	Pl	ease ente	er my subscr	ption to The	e Chroniele	
湛		Bill me S	67.50 for 4	Q leaves (1		
2		Bill me ! Please ch	137.75 for 2 harge my	4 issues (1/2 y	æar).	
	-	☐ VISA	Master	Card 🗌 Aı	merican Expre	èss
41	Account	number		Explan	tkin date	-
	Signature	•				- j
	Name					- i
4	Title/Dep	partment				_ ;
	Institutio	m				_ }
	Address	<u> </u>			· · ·	_ !
	City	٠,	S	once .	Zip Code	-
					D026	- 1

ASSISTANT DEAN COLLEGE OF NURSING URBAN ENVIRONMENT AND HUMAN CARE

The College of Nursing at Woyne State University invites applications and nominations for the position of Assistan Dean of Urbana Environment and Human Care. We are seeking a highly creative and visiously individual to provide londership to faculty in conceptualizing and developing the dimensions of Urban Environment and Human Care through research, programs, and courses of study and clinical practice. The expensions will had facility rank and will also have responsibility for leaching aut/for mentals in activities to activities the delice.

BULLETIN BOARD: Positions available

- #MAIFFCATIONS:
 Doctorate in nursing or PhD in related field: master's degree in nursing required.
 Eligible for appointment as Associate/Professor and RN licensure in Michigan.
 A record of teaching and scholarly achievement; administrative experience preferred.
- Strong leadership and interpersonal skills.
 RESPONSIBILITIES:
- SUNSUINALIZED:

 Simulate the generation of nursing knowledge through research and facilitate program and project development in the related areas of urban environment, transcultural care, nursing system and health policy.

 Review and evaluate current area programs; oversee planning and scheduling of area course

- offerings.
 Actively recruit faculty, determine faculty assignments, atmustate faculty development in teaching and research, and provide collaborative leadorship to faculty.
 Plan, coordinar, and evaluate the work of assigned faculty and staff, Make recommendations to bire, promote and terminate as oppropriate. Implement Affirmative Action policies in carrying out
- Participate in and clovelon new student portuitment activities in collaboration with the Assistant Dean of Student Affairs and maintain a system for scademic advisement of students
- TERM OF APPOINTMENT: Nine month appointment with additional administrative days during the summer term.
- SALARY:

 Base salary will be commensurate with experience and rank with an additional administrative

DESCRIPTION OF SETTING:

Wayne State University is a major arrhun university with a commitment to teaching, research and wyme observations between a major transa invervata you'ne comminates no teckening, relevant nate community accommendation of the Destroit Gallural Centes, the University has was social, cultural, community and edicinical resources and diversity to crutch his programs. The Obligge of Norsing Celle backboard and proceed the process of the Obligge of Norsing and Celle backboard and process and observation of the Cellege of Norsing and Cellettes the work of Fourity in the Obligge of Norsing and Edilitates the work of Fourity in the Observe for Health Research is boated in the College of Norsing and Edilitates the work of Fourity in the Observed for the State of Observed State of State of Observed State of Obs

APPLICATION DEADLINE: April 15, 1992 Dr. Mersha Cohen

APPLICATIONS: A letter of application with curriculum vitae should be submitted to:

Chair, Search Committee College of Nursing Wayne State University 5557 Cass Avenue Deiroli, MI 48202

Wayne State University is an equal opportunity affirmative action amploye

Hahnemann University

DEAN OF THE SCHOOL OF HEALTH SCIENCES AND HUMANITIES

n University invites nominations and applications for the position of

THE UNIVERSITY

Hahnemann University is a modern, progressive health sciences in situation located in dynamic center city Philadelphia. Hahnemann is comprised of the School of Medicine, the Graduale School, the School of Health Sciences and Humanities, and Hahnemann Hospital, additional results and the science of the School of Health Sciences and Humanities, and Hahnemann Hospital, additional results are seen to the science of the Science a 616-bed tertiary care center. Approximately 2000 students are matriculated in the three schools of the University, with over 800 atudents enrolled in the School of Haalth Sciences and Humanities. The School of Health Sciences and Humanities of Iters Bachelor and Associate degrees in 13 health sciences and health related professions programs. The School of Health Sciences and Humanities faculty currently numbers over 75 full-time instructors and more than 150 clinical laculty mamb

THE POSITION

The Dean of the School of Health Sciences and Humanities will assume responsibility for all aspects at the School scholing developing academic programs, promoting scholarship and scuitly development, ministain ing quality control of 1 he educational functions, and developing/implement ling long range plans for programs and flecal measagement. Additionally, he Dean will be expected to oversee present, and develop lature, articulation agreements with other academic institutions. The position reports to the Senior Vice President and Chiel Academic Oliter of Haberson university.

QUALIFICATIONS

Candidates should demonstrate excellence in health sciences education, scholarship and leadership and an extensive background in the planning and implementation of health sciences educational programs. An earned doctorate with credentiale for full professor in a University department is routed as a reputation and record of significant scholarship and research accomplishments. The vision to establish innovotive programs in response to schanging healthcare environment is also expected.

APPLICATION OR NOMINATION
Applications and nominstions will be accepted until March 1, 1992. Applications or nominations should include a letter of interest and a curriculum vitee. Letters of application or nomination should be sent to:

Dr. Pamela Buccelli Chsir, Search Committee for Dean, School of Health Sciences and Humanities

HAHNEMANN UNIVERSITY

61/Si Building, Mali Stop 505 15th & Vine Streeta, Philadelphia, PA 19102-1192 215-448-7176

relly is an Equal Opportunity, Affirmative Action Employer and



Calvin College

Chemistry: Staff scientist to ch on biomolecular structural to fattyme mechanisms and set for the Department of Bio-disophysics, puricularly ad-tiony courses. Sackground in

DEAN OF FACULTY

Columbia College is seeking applicants and nominations for the position of Dean of Faculty. The effective starting date is July 1, 1992. Minimum requirements include:

- An Earned doctorate,
 Demonstrated competence in teaching and administration at a col-
- On Laurice va-Demonstrated competence in teaching are a log level.

 See level.

 Altily to provide enhantset leadership with vision and vigo.

 High einked issnedards and personal hinsights.

 An understanding of and commitment to the goods and missions of a small, competensive college with career-oriented, basic blessi are
- small, comprehensive college with career-oriented, basic liberal arts studies, and e. Commitment to intercultural and international study programs and faculty.

faculty.

The Dean of Faculty is the chief academic office at the Columbic companing reporting, (in proceedings of the chief academic office at the Columbic companing to provide faculty and the columbic companing com

DOT Code 090.227-010. II not a U.S. citi-

Bulletin Board (202) 466-1050

GEORGE MASON UNIVERSITY DEAN

Graduate School of Education

Grantanate Scinoti of Latiteation to the Companies of the

Vice President for Academic Affairs and Research

Dean of the System Graduate School UNIVERSITY OF COLORADO SYSTEM

The Vice Pusident Io. Academic Albins and Research and Dean of the Pigs-tw-state Graduato Schools the principal Academic Albins and Research Idlies and Research Idlie

The Vice President for Academic Afters and Besearch works with the four Chanceller and other ear paus efficials in coordinating the development and residue of undergraduals academic regionation agonization (some programs and groundsuppressional programs and produced to assume a locating role in promeing the control of t

600 injections the currently must be water to wood with a fee chail and have been been been been somewhat the chail academic and administrative officer of the Lithersthywide Greekaas School, the or that it responsible for the women throughout and effectiveness of the Graduate School Jesograms. In the chair of the Graduate School Jesograms, is the chair of the Graduate School Jesograms in the Chair of the Graduate School Jesograms. In the Chair of the Graduate School Jesograms is the chair of the Graduate School Jesograms and major and the chair of the Graduate School Jesograms and major modifications in curriculum; promoting cooperative relationships in research modifications in curriculum; promoting cooperative relationships in research partnerships without the control of the Chair of t einhric od odnikal Ölevenity, and venskrig multi-campus izuna and problema (Deuth Cata Bara Le Cata Galla Galla

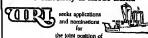
The University of Colorodo has a strong institutional commitment to the principle of diversity, is that spirit, it is particularly interested in receiving applications from a broad spectrum of people, including women, members of athric minorities, and disabled individuals.

Please send letter of application, cuntralum vitas, and names and addresses of three references or nominations to:

Mark Well
Executive Officer to the President
Campus Box 27
Boulder, CO 80309-0027

The search committee will begin evaluating applications and nominations on January 31, 1992

The University of Rhode Island



the joint position of

DEAN

of the Graduate School of Oceanography

VICE PROVOST for Marine Programs

The Deas/Vice Provent discrets the architetes and odinitations the budget of a loading oceanographismanne research and educational institution. A distinguished sectional whose research has attracted international respet and a propersive, energatic, and aktiled manager is required, significant experience with ocean research facilities and demonstrated administrative aktilis in an academic or research setting are preferred. The position requires ability to provide transplantive leadership to pro-ferred the same restoral and international rule of the institution in cosan-rospilarly and maintive programs.

"Répiathy and maining programs.
The preferred starting date is luly 1. 1992. Candidates should supply a curriculum vitae. a later of interest destiling qualifications and experience. The committee will begin reviewing applications on jamusry 30. 1992 and continue until the search to completed. Applications from minority and women candidates are especially excouraged. Sulary commissionity and women candidates are especially excouraged. Sulary commissions with contentials. Applications and monitorities that the sulary commissions with contentials. Applications and monitorities buffered and monitorities and sulary commissions with the contentials. Applications and monitorities are sulary of the property of the content o

Research Chemistry: Beneauch Américan cracities under high pressure, it is public rec-terment to the public of the control of the control of the cracities under high pressure, it is public rec-terment to figure of a dissibilities rec-ption of the control of the control of the control of the proceedings in the control of the control of the control of the procedure of the control of the control of the control of the control takes profess public control of the control

POMONA COLLEGE VICE PRESIDENT AND DEAN OF STUDENTS

Pomono College seeks an experienced and creative individual to be its Vice President and Bean of Students. Reporting directly to the President, the Vice President and Denn of Students. Reporting directly to the President, the Vice President and Islaning, a supplied that the College's education of goals. The Dean oversee residential and social life, including housing, student netty-lice, the sudee sedential of goals. The Dean oversee residential and social life, including housing, student netty-lice, the sudee students of the College for the Vice President of the College radio extended the Vice President Presi

Faculty promotion and tenure committee.

The College seeks a mature person with experience in student affairs in a residential college, a deep understanding of libero lart adulention, and a commitment to describe the control of the

President Peter W. Stanley Pomons College 333 North College Way Claremont, Callfornia 91711

Pomona College is an equal opportunity employer, Women and minority candidates are encouraged to apply.

EXECUTIVE VICE PRESIDENT Planned Giving and Major Fund Development DEACONESS MEDICAL CENTER FOUNDATION

Spokane, Washington

Seeking qualified person with broad experience in Planned Giviag (trusts, snnulties, etc.) and stimulating major gifu. Hospital is a pioneer, expending institution with excellent area-wide accep-tance. Located in an area of quality living and lifestyle. estrad qualifications include and defense of accompliatment and knowledge in tyberd area, excellent vettlen and onal communication skills, bachelors de-tables area, excellent vettlen and onal communication skills, bachelors de-vention of the state o

Robert W. Paters, Vice-Chairmaa Search Committee 6104 S. Stone Spokene, WA 99223

An equal opportunity, affirmative action employer

HURON UNIVERSITY VICE PRESIDENT FOR ACADEMIC AND STUDENT SERVICES

the contribution of the probability of the contribution of the probability of the probabi

Research/Chemb Iry Research Associate is Inormanic Chamistry. House: 40 per week, 9 a.m. to 5 p.m.; Salary; 22,000 per year; Requirements; Ph.O.; in loorganic Chemistry; Two publications in professional jour-

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

Marletta College

Provost and Dean of the College

Marietta College invites applications and nominations for the position of Provost and Dean of the College.

The College: Maricus College is a private, non-sector-In illural arts college with a primarily residential en-rollment of 1,300 and a 13:1 student-faculty ratio. The College houses the sixteenth oldest chapter of Phi Bets Kapps and has recently been ranked the 'Number I regional liberal atta college in the Midweat' by 118 I regional liberal atta college in the Midwart's by US. News & World Report. The Copie glas a wide variety of irsalitoral liberal arts majors, special curricula in petroleum engineering, aprorts medicine, and mass me dis, and two master's degree programs. Through its McDronough Center for Irsalenting and Business, the College is committed to the cross-curricular develop-ment of cilizen-icaders.

The Position: The Provosi and Deare serves as the chief scademic officer, reports directly to the Presi-dent and is a member of the President's cabinet. The Provost and Dean oversees the College's undergrad ate, graduate, and continuing education programs and guides the on-going development and enhancement of the Marietta Plan of general education.

The Candidate: The preferred candidate will be eligible for appointment as a full professor, will have an earned doctorate, a demonstrated commitment to un-dergraduate leaching in a residential liberal arts actting, and relevant administrative experience.

hillal aereening will hegin on February 17, 1992. The new Provost and Dean of the College ahould be pre-pared to begin his or her duties no later than August 1,

Please send applications or nontinations, including a curriculum vitae and three letters of reference to

Professor Peter Hagan, Chair and Desa of the Callege Search Con Box F-27 Marietta College Marialla, Oll 45750-3031

Marisia College is an affirmative action and equal opportunity edu-cator and employse. From an are inscribes are successed to apply



VICE PRESIDENT FOR RESPARCH AND DEAN OF THE GRADUATE SCHOOL

NORTHWESTERN UNIVERSITY EVANSTON AND CHICAGO, ILLINOIS

The Vice President for Research and Dean of The Graduate School is a senior central administrative position with bread responsibilities for stumulating and facilitating graduate education, research, and scholarly activity throughout the University. The Vice President administers the Office of Research and Sponsured Programs, which manages a large and growing lunded research program. The Vice President also supervises the technology transfer program and the Office of Research Services Administration which b tesponsible for the research infrastruture. The Vice President fasters interdisciplinary initiatives and occased ment major research centers. As Dean of The Graduate School the Vice President roversees more than 80 advanced degree programs enrolling approximately 2500 graduate students. The Vice President serves as a member of the President's staff and of the Hean's Corneil. For full consideration, nominations and applications should be sent by February 1, 1992, to:

> Professor Thomas D. Cook Nonliwestern University 2040 Sherldan Krad

Nethwestern University is an Equal Opportunity/Affirmative Action Employer and Especially Welcomes Applications from Women and Minorities

Des temerranes wachbe 1988. Eierzee Primaryste in Primarys

ASSOCIATE PROVOST ENROLLMENT MANAGEMENT

BULLETIN BOARD: Positions available

ENCOLMENT MANAGEMENT

The University of Depter make, applications, and a missisten to the protect of Account for the Protect of Protect of Account for the Protect of Account for the Protect of Account for the Protect of Protect of Account for the Protect of Protect of Account for the Protect of Protect of

soor are Proceed a responsable to a dil tangles vande to se der supervision and conditions a relation with one and fundament, rediffications: I ambidists, must have seller an experience in the obsequence and mode workfur are to a minute set and conditions of sodings on the obsequence and mode workfur are to a minute set and excellent set supervisings, expect sully in the source to tanne and and, it ambidies shared to the ten temporary of the set operations with the redistricted and an elophysis temporary the temporary to strength and character to a discrete mode. Combines most have a habelotted velopse, voint previous regions and processes and monthly mode and the supervision of the set of the s

Patik k U. Palermo, Ph 11. Chair, Search Committee for Associate Proceed for Lundling of Management flow In 14, Our results of Poyton, Payton 1914/Char In 64



n ngPanton se an Ingente Symptomate Americanse Action Employee

VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST **University of South Carolina**

The University of South Carelina Inviers applications and controllers to the land of the Carelina Inviers applications are controllers to the language In ISOL is also entired to delect Contribution by supported that controllers you long the Chreshold is a dispartice university patient and that controllers with a fada enrodment of over 40,000, including 32,000 or in the U.K.-Colomi with a fada enrodment of over 40,000, including 32,000 or in the U.K.-Colomi to the Principle of the Carelina Inviersity of the Carelina Inviersity of the Berland and and entered, it for University controllers of 2 coloring including medicine and though at Colorina, the regional computers, and there late progress distillations for support of the Carelina Inviersity of the Inviersity of the Carelina Inviersity of the Inviersity of the Carelina Inviersity of the Invi

compasse distributed throughprise the state.

The Vec President for Anchoris, Alans, and thornst in the third academic office and second surfacing other of the University of South Commun System, and the second surfacing other of the University of South Commun System, and the South South

*appervation of the allocation of resources in all actioners and a orient-support areas?

*formulation and Implementation of policy with respect to employment, promotion, tenure, and facility development, and promotion, tenure, and facility development, and control to the promotion of the promotion of the state of the Cront Committee on Highest Education and the Budget and Control Board.

Round.

The University yeeks a candidate who has a scalenic credentials in teaching and scholarship suitable for the rank of Professor at a najor university.

Professor at a najor university.

The state of the scale of the scale of the rank of Professor at a najor university.

The scale of the scale of

The University seeks to fill the position by July 1, 1992 Applications and nominations will be accepted until a successful candidate has been selected. Applications, nominations and inquiries should be addressed to:

Professor Donald J. Greiner, Char Mce President for Academic Affairs and Provost Search Committee of Office of the Provost University of South Carolina Columbia, SC 27208

The University of South Carolina is an Affirmative Action, Equal Opportunity institution and employer. Women and employers are encouraged to apply.



EXECUTIVE VICE CHANCELLOR

Virginia Community College System Richmond, Virginia

The Virginia Community College System Includes twenty-three collegues with thinly-four computes providing comprehensive elevational is vident for advantage recognition of the Communitation of Virginia. The State Reard for Community Collegue is the governing body for the System, with services provided by the System with services provided by the System System vide budget of SSD1 million.

million.

The Vinghia Community College System in rules applications and non-nations for the position of Ferciles Vic Chanceller. This individual well at 10 Chief Copension of Discreptionable to the Chancelle for the American College of the Chancelle for the American College of the Chancelle for the Facilities. Future flag and Engineering, Florance, Instructional Dogama and Engineering, Florance, Instructional Dogama and Engineering, Florance, Instructional Dogama and Conference of the Chanceller, the Executive Vice work of the Chanceller, the Facilities Vice would be an American College of the Chanceller, the Facilities Vice College of the Chanceller, the Facilities Vice College of the Chanceller, the Facilities Vice College of the Vic

Chancidor assumes the responsibilities of the Chancillor. Candidates should demonstrate a through Lowellage of the principles of administering and supervising comprehensive divisions of flighter do administering and supervising comprehensive divisions of flighter do a state of the contract of the con

nence and quantizations.

Résuntés of experience and qualifications, including those from numbers, must be received by 5:00 PM, February 14, 1992 at the following

System Office Human Resources Department Virginia Curemonity College System 101 North 14th Street, 16th Floor Richmond, VA 23219

Nicrumond, VA 33219

The Virginia Community Cullege System is an Equal Opportunity, Alfirmative Action Employer and actively seeks applications from women and minurity anidilates.

PROVOST

WAYNE STATE UNIVERSITY is Carraje outload resents tuberishy with a comprehensive information. In 34,000 underson soully in twelve classes of comprehensive information. In 34,000 underson soully in twelve classes of the comprehensive information in 34,000 underson soully in twelve classes of the programs are undersoly trades. The Wayne fairs flowful and hardy of the programs are consistently remarked to the programs are consistently in the programs are consistently comparing for greaters support in seal on 1 bruns's Contract (come, inc Conversity originally now with the contract and 1 bruns's Contract (come, inc Conversity originally originally now and the contract and 1 bruns's Contract (come, inc Conversity originally now and the contract and 1 bruns's Contract (come, inc Conversity original property of the property or 1 bruns's Contract (come, inc Conversity original property ori

Combined its a fire request of the Prinders.

Wayne State Diversible is a constrained management applict instrument provinced by an eight-number limited of (powermer exceed by the regument provinced) by an eight-number limited of (powermer exceed by light-stand assets to the Roard of Conversioner Combined to the Prince of Combined to the Roard Conversioner and Prince and Combined to the Roard Conversioner and Prince and Combined to the Roard Conversioner and Prince and Combined to the Roard Conversion and Prince and Conversion and Prince and Conversion an Please direct consep



Dr. Willare H. Markus
Chairman, Provest Search Committee
Office of the Verificat
Call Teacher
Ca

WAYNE STATE UNIVERSITY

Equal Opportunity, Affirmative Action Employer.

and engan de om militaire pit, generated au mei en eine pit de particular de la companya del la companya de la companya del la companya de la companya de la companya del l

PENNSTATE Fayette Campu

CAMPUS EXECUTIVE OFFICER

The Pennsylvania State University is seeking qualified candidates for the position of Campus Executive Officer (CEO) for its Figeric Campus. The CEO is the chief administrative officer of the campus and or responsible for administering all of its University programs. The CEO is also responsible for maintaining close relationships with the cummunities in the campus service area.

redainships with the entitumines in the campus vervice area. The Feptic Gongue. 3 20th - acc tunti continuous empass, serves a first county area located in the scene Laurel Highlands of Studhesskern Pemsylvania. The dutience student holds of county area than 900 associate and base-interact edge recomposed of more than 900 associate and base-interact edge recomposed of the recomposite and proceeding the excellent continuous frequence continuous programs. In Sunsay, Administration of basic, General Aris and Sections, and the first issue passes of more than 100 other. The programs is Naturally appliciting growther est more than 100 other. In the continuous continuou

• Candidates should have an earned doctorate, several years of experience in college and/or university reaching and substantial experience in academic administration. Send two copies of resume

Dr. John Leathers Assistant Vice President Cornanorweakh Educational System III (Jid Main Building, Department CHR University Park, PA 16802

Application Deadline: Monday, February 17, 1992, or until a

An Affrenative Action/Equal Opportunity Employer Winnea and Miaotities Encouraged in Apply.

Rutgers, The State University of New Jersey VICE PRESIDENT

FOR STUDENT AFFAIRS Ruigers Unisursity invites nominations and applications for the position of Vice President for Student Affairs.

Vice resident (or subsent visuals.

Ritigus University is a comprehensive public research university with camposes in Carmien. Nowark, and New Branswick. The Office of the Vice President for Student Males will be for abul in New Branswick. The University enrolls used 47,000 students in 26 schools and colleges.

President follows will be forested in New Trystocks. The University year olds used "7,000 indeets in See Sectional and colleges." Database Repositing to the University Vece President has Academic Affairs, the Monte of the President of the Presi

Search Committee Vice President for Student Affairs Old Queen's Building, Room 101





-

veci et 333,871.00 set year taleyr. Pence genet retered fro Milyandan jar Stratet (Ne-port) 1539, Armeljen Benetix Kja-tovijen Nijerson Milyandri, 161925-lar Nijerson Milyandri, 161925-lar Rapidore Pilk Adverdennas I. Hander (1 Hydrer Restort), Associata (Phylic (Hydrer Restort), Associata (Phylic (Hydrer Restort), Associata (Hydrer

The Continue Desiry crapty to a Property of the Continue Desiry crapty to a Property of the Continue Desiry of the



ASSOCIATE VICE PRESIDENT FACULTY AFFAIRS AND ~PROFESSIONAL DEVELOPMENT

San Francisco State University

San Francisco State University

San Frances State University exist applications and nominatums fin the position of Associate Very Personal for Facility Affairs and Professional Research Very Personal for Facility Affairs and Professional Association of the Professional Professional Research Professional Professional

retaing for racing. The Faculty Affairs and Professional Development Office is supprised by an Associate Dean and a staff of three positions.

Anonine From and a real's faltere position.

Considers the in position shared have an ensured decreases from an accredited sentiment; a record at estabulty postureive, professional bettermine, and the childry of the control of the teaching and mearch. The suary rings is somewhore and applications. This potain is included in the California State University of the California of California State University of the California of California State University of the California State University o

An Equal Opportunity, Affirmative Action Employer



VICE PRESIDENT FOR BUSINESS AFFAIRS

Roanoke College seeks applications and nominations for the position of Vice President for Business Affairs. of Vice Prosident for Business Affeirs.

The Positions The Vice President for Business Affairs is responsible for awargement of all fasced matters of the college, administrative services and the services of the college and the chief vice and the college and the college and the chief vice and the college and

custodim, and in this role raports to the Chairman of the Board, Qualifiedinan MA, MPA, or quivulent gradates despree destroil. Demonstrated knowledge of the practices of business administration, the production of the practices of business administration of the control of the providing service in support of institutional mission commitment to providing service in support of institutional mission. Strong stiffs as a communicator, both oneily and in writing. Under-standing of the private cellage environment. Demonstrated commi-sion of the providing service in support of institutional mission. Strong stiffs as a communicator, but only and in the providing service in State of the provide cellage environment. Demonstrated commi-

ment to working ellectively at a member of a management beam.

Salary Salary and benefits are competitive.

The Celleger Romonia College, founded in 1862, is the accord-oldest of the futbern-millited private liberal arts celleger. In has an enrollment of 1900 PTE shidents, 85 major programs, a shident-faculty ratio to the state of the state

college in the Sorth.

Applications Piesse send e current vites, o letter of application, and the names and addessess of three references not lates than 34 jenuary 1993, to Dr. Gernid W. Gibbon, Chair, V.P. for Essinsas Addes Samth Committee, Ronanko College, Soleis, Virginia 24183; (703) 376-2803.

AARGOE.

Beautraffystal Palledgep Repeated Associated to Section 1997. In Section 2015 of Section 2015



Creighton University ASSOCIATE VICE PRESIDENT FOR DEVELOPMENT (Title Reclassified)

Creightan University, in recognition of the scope of background and experience necessary to successfully implement its fund-saling goals and objectives, has expanded its search for a chief development officer, and seeks to recruit an Associate Vice President for Development.

recrait an Associate Vice Predient for Development. Regroning to the Vice Preisted for Lovenily Relations, the Associate Vice President for Development will work closely with the President, the Board, and the Vice President in conversion and implementing subsequise for more comprisent earlier subsequies for more comprisent earlier subsequies for more complete entered and suggest district subsequies for the Associate Vice President and the Associate Vice President and September 1 of September 1 o

steasi. Private, independent, Cstholic and Jesuls, Creighton Is a comprehensive, coesis calonal convention of the college, the productional schools, a guidance of the college, the college of the colleg

1991. Viable candidates should have at least seven years of land-aising lesde-daja experience, with a procent level of achievement in internal management, specific experience in optical camping limit sating in an adea actual con-tent of the actual content of the actual content of the actual con-tent with additional background in armust land, corporate and foundation in a single and actual content of the actual content of the actual communication, organization and leadership are essential as is an another anothing of and appreciation for a privice Cachelic, Jesus tournershy.

Review of nominations and applications will begin immediately and con-linus until the selection of the candidate of choice. Materials of initiolucitor should include a cover leuer relating specific experience to this position and a current relation.

Nomination and application materials should be sent to:

Martha Z. Stachitas
Vice President Executive Search
Barnes & Roche, Inc.
Bullding Three, Suite 110
919 Conestogs Road
Rosensons, PA 19010 fAX: 215-527-0381



THE UNIVERSITY OF IOWA Vice President for Research

The Yes Pestidian for Recent promptes and lacificates research and scholarship and too keep hid mean for an energition relationship with public and present agentics has support research and other research agentics to see the filterating in support research and other research agentics to see the filterating in support research and other research agentics of the research products and the research agentic and the research manus policies regarding research passant, copyrights, and intellectual property regista-tive like Treasition reports therefor to the President.

The Vac Tradition's spories describ in the Problems.

The Vac Phaselon bould lower an established record of insearch accomplishment and the copacity to premote research and scholars record to find the control of the copacity to premote research and scholars record to find the copacity to premote research and scholars for distribution of the copacity of the copacit

President le apported to have a PhD, or equivalent degree or achievement, traident le apported to have a PhD, or equivalent degree or achievement, traide son experience at amajor research organization. Il is also prefurred that President quelly for traver to a Univestity department. The President and the Committee are particularly asper to identify qualified recomes and rehealth les.

candidates.

Onuried in 1847, the thinkening of lows is a major orbite cassactic networkly as in one specific provided in 1847, the thinkening of lows is a major orbite cassactic networkly as long standing controllent on to suchine, research, and service. The lathering of lower districts an anatherine are and the latesticated cleants of characteristic flowers (2000 orbits, 1840 orbits, and flowership with only 1,0000 sets, and 2,000 set cleants, 1840 orbits and flowership with of the latest and professing at makes the latherine cleants of the latesticated cleants of the latesticated

The faculty have brought \$1.5 billion in research funding to the University since 1966 [\$140 million in 1991] in such areas on cystic fitness, strongs before poliution, space physics, bloodegradable plantics, gean mapping, tools strongs and without as a free property of the property of

The preferred starting data is on or about july 1, 1992. Nominations will be accepted until the position is filled. Screening will begin immediately Please and

Professor Alice B. Pulcon, Chefr Search Committee, Vice President for Research 103 Jessup Has The University of Iowa Iowa City, IA 52242

The University of lows is an equal opportunity and affile

coci, and repeat approxime is approxime
of the control of the cont

Sacial Sciencess interdisciplinary Social Sciences, Autitant/Associate Professor, Responsibilities: teechian, advising, acheirath), participation in program administration, Quelifications: (I) Ph.O. in Inter-

Bulletin Board (202) 466-1050 LINIVERSITY OF WISCONSIN



Assistant Chancellor for Student Affairs

constn.

Job Description: The Assistant Chancells for Student Affairs is the delidefinitiatile officer of the Division of Student Affairs and reported
orderly in the Chancells—The Division or Student Affairs and reported
orderly in the Chancells—The Division constains the Centre for Student
officer of the Chancel of the Chancel of the Chancel of Student
Mails Cultural Services, University Placement Services, Special Service
understand the Chancel of Student Centre, Comber to the Arta, DisingService, and Description of the Chancel of Student
Affairst Chancel of Student Centre, Centre for the Arta, DisingService, and the Challa Core Centre, and internalingate
Athletics.

Athletics.

The Assistant Choncellor for Student Allahrs is responsible for the effective management of all departments within the Division. The badwide occupies the postulation betweeted the provide leadership and agreed who eccupies the postulation betweeted the provider leadership and agreed to the programs that most the needs of a diverse student population, work, coopersitely with the Student for actual and uther student organization, enrousage aluderst involvements in the life of the campus, and promote a company arrivancers of the Gentling.

promote a campus unyuvunneen ut teeraming. Qualifications. The position requires a master's degree; a doctoste is proferred. The ideal candidate will have demonstrated managerid slik and credenikis including a minimum of few years of successful similar tative experience in Sidodeut Affaire commitment to campus-wide pin-niling, and a demonstrated ability to work with students, locally, staff, and the general public. salary: Competitive.

Saury (companies).

Nominaliona and Applications: Position begans buy 1, 1992. Doasthe for needy lot ineminations and applications. Nei-braary 7, 1992. Compite application on the state of the state of

te, Sena nummatuum enud appinutuense hu Mr. Al S. Thurmyoun, Js., Chair Search Cummillee fur Asabstant Chancelliur fur Student Affairs University of Wheenstein-Platterille "Stu Brigham Hall Flatterille, VI SDIR Far (408-342) 1212

The University of Wisconsin-Platteville is an EliCVAA Employer sod actively seeks opplications from qualified infrarity and women appli-

KANSAS CITY ART INSTITUTE

Vice President for Academic Affairs

Kansas Cliy Art Institute, a leading four-year private, imboventers college of art and clession awarding the flut behot of time Arts chapter, feeries minita-tions and applications for the position of Vice President for Ar ademic Alisis.

now man applications of the position in Vice president to Vice president to Vice the state of the second of the state of t

are of specialization. The Vice Provided read is responsible for providing acceptors, professional and sdoministrative Earliership to the College's Parism departments and other objects among programs. The Ver Persolation of the College's Parism of College's Parism pa

rems, septom and participation in the visual and a fielding. founded in 1863, the cellege entity happointanche/502 underest repressing the 50 states as well as several foreign rounties. The forciby includes in cases of 40 follietine members, some of whom are internationally received and the control of th

Review of applicants bugan July 1 and will continue until a successful cardidate is selected. Sund numinations or letter of application, resume and S

Kansas City Art Instituta V.P. for Academic Affaira Search c/o Human Resources 4115 Warwich Boulevard Kansas City, MO 6411

designant focial felance, or is a torical correct designant focial felance, or is a torical correct designation of trace districts are of the control of the

California State University Fresno PROVOST/VICE PRESIDENT FOR ACADEMIC AFFAIRS

inguistion of ProcessFule Proceedings in Academia Mana. Similar and the Section Scientific Processing Similar and Section Scientific Processing Similar Scie

RULLETIN BOARD: Positions available

A professional state and in calculations on the technique of the QUARTECHINOS. The succeedul catefulistic will have a delegapistical re-cord in technique, schodavilly, administration, and leadworkedy in higher cells, unlicitud school, and the school control of the control

pather estationship Servects the unbestity and the community, GRSRAL MINTORATION Callifornia Stee University, Frenco is use of 20 capacies of the Callifornia State University, Current certainteen is approxi-ted to the capacities of a 14-00-acre corrapes. Achteroplantia revens, with small estate population of over 600,000, is loc select in the leven of the San large community of selection of the capacities of the capacities of the large community of selection of the capacities of the capacities of the channel and executional appartunities, and a phasent sec sit and physical footnotes. Constantly loc select, Frence within a say driving labert self and function, for Angeles, Vincenties, bene, Caryoun, and Seepald National Frence and Capacities of the Capacities of the Capacities of the parts of the capacities of the Capacities of the Capacities of the Profit of the Capacities of the Capacities of the Profit of the Capacities of the Capacities of the Profit of the Capacities of the Capacities of the Profit of the Capacities of the Capacities of the Profit of the Profit of the Capacities of the Profit of the Profit of the Capacities of the Profit of the Profit of the Capacities of the Profit of the Profit of the Capacities of the Profit of the Pro

APPLICATION'S Review of applications, the attent, country 1972 and will carriese until the position is talked. Lemilades whould softmit a letter of intent, criticalm who, and unares of the protectional relevance to the protection of the critical states, and carries of the protectional relevance to the country of the cou

some venning neutrer somentar and tigge in a six tigs e employment. Cellionis State University, Frentso is an Attinutative Action, Equal Employment Opportunity Employee and all qualified applicates to eview equal time steellands in the selection parts on Vive particularly one unionize applications in members of traditionally unibreriphe-weited gaurine, protes text inniver falls of the Celli Rights Act, Ventum to extreme a real protess with principles.



UNIVERSITY OF SOUTHERN MISSISSIPPI

Vice President for Business and Finance

The University of Southern Mississippi, with budgets in excess of \$100 millon, invites nominations and applications for the putition of Vice Predestor for Business and Finance, As chief linancial cliffer, the Vice Predestor for Business and Finance reports directly by the President of the University and its responsible for the supervision of all financial and all financial and all financial and all financial and the Southern Southe

Me sed several audilary services forfriend equilibration include a ductorate in a discipline related to the portion and professional certification (e.g., C.M.A. (C.P.A., e.c.), exceptional services and professional certification (e.g., C.M.A. (C.P.A., e.c.), exceptionally in the control of the control

enties within and colonies of unsertening Combinators yr min and the laboration of laborat

The University of Southern Misstssippi is an Affirmative Action, Equal Opportunity Employer.

the factors. Arteriolite or Professor of the Green's Electric September (5) (90). The Green's Electric September (5) (9



THE UNIVERSITY OF TEXAS AT BROWNSVILLE

Vice President for **Academic Affairs**

The Laboratoly of Treas at Brownoulle seeks an emagnic, programs and community college patters. Two as Southward Californ The winter may not community college patters. Two as Southward Californ The winter may not be a Cardinnic Admin in Historichia and more forces of the University and its super-laboratory in the California and Califo

now putpan development. In Wire Preislein or Arademic Maln directs and supervises all instruction-al programs at the University including the College of Ulberal Aris, the Col-ge of the College of Malesmarks, the School of Busenss and Bodays, the Confining Education. The University serves 7,200 undergodates and 31 and catalonis lumber and acceptational and technical programs through Texa-ges and the College of College of College School (School) and the Catalonis Lumber and acceptational and technical programs through Texa-Equipment (School) and the College School (School) and the College

offecial in hisenliscipinary Stalles, Basines and Education.
The Lubrenhyo I creat a Browverili is one of lithers component institu-tion operated by the University of Teas System, it is located on the coultern toom operate by the University of Teas System, it is located on the coultern toom operate of the County of the County of the County of the County of the partnership with Teas Southword College, a comprisensive community college lace duri on harder carpen in theoremsite, Teas The partnership college has deed on harder carpen in theoremsite, Teas The partnership college has been a harder carpen in theoremsite, Teas The partnership college has been a harder carpen in theoremsite, Teas The partnership college has been a harder carpen in the control, and a shaded section, solidated administrative structure, combroed lacing and a shaded section, solidated administrative structure, combroed lacing and a shaded section, solidated administrative structure, combroed lacing and a shaded section, solidated administrative structure, combroed lacing and a shaded section, and solidated the component of the component of the component of the component of the specific component of the com

salary: Competitive and commensurate with qualifications and experience.

Stating Date: Prelerably, only spring
Application Dendifier Completed spring
Application Dendifier Completed spring
Application Completed Spring
Application, resumbled and time the completed spring
Application, resumbled in the Spring
Application Spring
Applic

Office ut the President
ATTN: Vice Presidential Search Committee
The University of Texas of Brownsville
80 for Brown
Brownsville, Texas 78520

The University of Texas at Brownsville, in partieship with Texas Southmost College, it in Allimative Action, Equal Copportunity Imploys:

DEPUTY DIRECTOR California Postsecondary Education Commission

The Chilinmin Postsecondary Education Commission Invites applications for the position of Deputy Director.

titu prositioni of Deputy Director.

The Commission is transported in Cleanards policy development, planning,
The Commission is transported in Cleanards policy development, planning,
propase and budget evaluations, and recommendation in provides policy analysis,
propase and budget evaluations, and recommendation in miles planning and
public exhauston. The commission is non-veneries manimas Cleanards,
planning and provides and prov

decided with an experience of the control of the co

The salary is comparable to similar positions with higher education coordination controllations.

Letters of interest, with résumé, and nominations will be accepted until March 17, 1992, and should be sent to:

Celliomis Postsecondary Education Commission Attention: Personnel Office 1020 12th Street, 3rd Floor Satramento, California 98314-3985

An Equal Opportunity, Affirmative Action Employer

the Local Research is decisable to more control as facility flowing the control as a facility flowing to the control as a facility flowing to the control cont

Old Dominion University PROVOST AND

VICE PRESIDENT FOR **ACADEMIC AFFAIRS**

The Provost and Vice President for Academic Affairs is the chiel academic officer and second administrative officer of the University, He/she reports directly to the President

Institutional Coolect

Old Dominion Inhereity, a young and growing institution, enrolls approximately 17,000 students. The University's major campus is located in Non-fine Coolection of the Coolection of the Million. The University also operates significant higher education canters in the nearby cities of Virginia Beach and Hampton.

clies of Virginia Beach and Hampion.

Old Domishon University is one of alx publicly-assisted doctorel research
suffice. Old Domishon University is one of alx publicly-assisted doctorel research
suffice. Old the program of the prog

Old Domition University is a selective admission institution. Twenty per-cant of its student body comas from outside of Virginia, and ows 600 international addednts from more than 70 countries are enrolled. Forty-five percent of the University's student body is 25 years or older.

person or one university's student body is 25 years or older.

The University's Avorfoic computes is located on the Blasbeth Neve, an inlet of the Chesapeake Bay. The Norfoik Navati Base, the largest naval base in the word, is three miles inor the campus, Majori tederal research installations that focus upon space, seronautics, occunography, and rudear physical abo are nearby.

Responsibilities
The responsibilities of the Provost and Vice President for Academic Affairs

includis:

A Academic and administrative leadership in teaching, assanch, treative
activity, lacuity development, continuing education, and public service
Responsibility for academic budgeting, organsen development, and
personnel decisions within Academic Affairs
Littereity-velor exponsibilities in the allocation of space and equipment, and for institutional research
Approved of professional stall positions throughout the University

Qualifications of equivalent terminal degree on a earned decitorate or equivalent terminal degree on the earned decitorate or equivalent terminal progressively responsible positions petitioned in progressively responsible positions schooling vegitications sufficient to merit an appointment as a terminal professor in one of the University's academic departments schooling vegities and the earned of the earned of the earned schooling vegities and the earned of the earned schooling vegities and the earned of the earned understanding of the roll of a publicly-assisted university in an in-creasingly diverse and international society.

cation and nominations should be directed to:

James V. Koch President Old Dominion University Noriolk, VA 23529-0001 Ph. 804-683-3150 FAX 804-683-4505

Review of credentials will begin on 1 March 1992 and continue until the position is filled.

Cité Dombies Haberstein et Albertaine

ASSOCIATE CHANCELLOR

Chief Business & Operations Officer

San Mateo County Community College District

The Board of Trustees and Chancelor of the San Mateo Comay Community College District invite anominations and applications for the position of Associate Chancelor for business and mointainstates services, lanching fixed services, human recoveres, plant and lacilities operations, and nuxliary services. This is no execution cover copromising for a dynamic manager. The District is incented in the Size Prantisco Bay Area, which is noted for its rich cultural diversity and civic and business vitality. The District's 3 colleges arried approximately 32,000 students, served by more than 1,000 full-dime equivalent faculty and affi. Currently, the District's operates on a general fund budget of \$71 million.

The 3-step salary schedule for Associate Chancellor ia \$86,955 to \$96,107. The District also offere e generous benefit package.

Application deadline is February 21, 1992. Please request the job announcement and application information from the search consultant: Paula Carabelli Senior Vice President IRA W. KRINSKY & ASSOCIATES

600 Westgate Street Passdena, CA 91103 Phone: (818) 568-3311, PAX: (818) 568-1656 The District is an Equal Opportunity, Affirmative Action Employer.

make ye ADD doctores readend by Administration shifts perceived by Administration shifts perceived in the collection of the collection of

RULLETIN BOARD: Positions available

After four and unsoluli years at Philadelphia College of Tectules and sensor. De Bulter Hazzzone is learning to accept the procedurey of Chalbin College in Britadoph. Her procedescor at PC VSAS also felt in annue a college presidency. The College is therefore seeking an expossibly after and deliranced administrator to server as the College's ded auditor College.

the attention content of the possibility of the content of the con

and the international rectule and design conter.

The Saccountfic Condition will have at a crund doctorate. She'frie will demonstrate a front contrastment to activative excellence will be proceed and the procession and subject observations, and developed the procession of the procession and high expectations of self-and where She'lk and the no sort, develop with the Calpey's Eurolys and cast in another of

Problem's Courts.

Philadaphic Collage of Textiles and Science, founded in 1894, is an deproden, ecohercuscal, fully acredited, four-year college, anody recognited for its particiously programs in binaries chimiarcian, architecture, uneron design, the source, failure, appel and actales. Chaipe in in facilitation plan, architecture, and computer tensor, the College offers a coupt option and computer tensor, the College offers a coupt option and computer tensor, the College offers a coupt option and computer tensor, the College offers a coupt option and computer tensor, the College offers a coupt option and computer tensor, the college offers a coupt option and computer tensor and architecture and the architecture and architecture architecture architecture architecture and architecture architecture architecture architecture arch

moss and nonunations (including resume and three references) is mailed by February 14, 1992 to

Academic Vice President Sciela Committee of The President's Urice Philadelphia Collage of Textiles and Science Schiool Tools Lane and Henry Acente Philadelphia, PA 1944

PCTAN is an allumative action, opid opportunity employer

OHIO

The Ohio State University

Columbus, Ohio

VICE PRESIDENT FOR DEVELOPMENT

and

PRESIDENT OF THE UNIVERSITY FOUNDATION

The Distingto University by asking to See President of The selection and including the Control of the University Promodetion who will report discretily to the Institute of the University Promodetion who will report discretily for the institute of University Fund to story including curposet, Institute of University Fund to story in the University Control of the University Control

The Ohio State University has a total enrollment of the 39% with a hudgat of 12 billion. The University is a south enrollment of the 39% with a hudgat of 12 billion. The University is acomprised of 19 colleges, severa schools, the Oniques School, for regional campones with 180 elegenments and assess feasiles, and opproximately 8,000 different courses. Fast mixing from large year 1991 was 754.3 million from more than 7,000 donors. The University successfully completed a 5460 million camposign in 1990.

Applications and nominations will be held in strict confidence and should be submitted in:

Review of applications will begin immediately and will continue outil the position is folial.

The Ohio State University is an equal opportunity employer.
Women and minority annululates are encouraged to apply.

Philadelphia

of Textiles&Science

VICE PRESIDENT OF ACADEMIC AFFAIRS

College

HOLLINS



VICE PRESIDENT FOR ACADEMIC AFFAIRS

Hollins Coilege, Roanoke, Virginia

Holline College, Roanoke, Virginia

Holline College, Ionated in Komoke, Virginia

Holline College, Ionated in Komoke, Virginia, was founded in 1812 as the deaths, 900 undergraduate women and approximately 200 coeducational deaths, 900 undergraduate women and approximately 200 coeducational graduate students. The diverse student body comes from 58 states and states of the college in the field. The college is known for a California for disperse in time field. The college is known for a California street in curriculum with 25 mosters and 17 minuter graduate programs in Creation and the college in the most of the college in the field of the college is the limited. The field field field is colleged field in the college and reports eligible is the Prededict. The Vice Prededict for Academic Affairs is a naw postulin at the college and reports eligible is the Prededict. The Vice Prededict for Academic Affairs will be an any postulin at the college and reports eligible of the process for promotion and elienze for faculty and fings for both the undergraduate and graduale fevels, including our product of the college and faculty and fings for both the undergraduate and graduale fevels, including the college of the process of the college and faculty and fings for the college and faculty and finds and acreediling baseds and for assoliding internal resources for institutional study. Implementation and monitoring of strategic planning will dent for Academic Affairs will be charged in Acidlating the helping affairs and process and the college and according to the process of the college and for assoliding process for a sufficient planning will be charged in Acidlating the helping of faculty from the Hapanic, Arinar American, Males and the college and faculty from the Hapanic, Arinar American, Males and the college and faculty from the Hapanic, Arinar will be charged in Acidlating the helping of faculty and coordinated through the Vice Prededict for Academic Affairs of the college and according to the College and according to the

The Vice President for Academic Affairs must have on carned Ph.D. and possess personal skills which insure acceptance within and respect from all of the constituencies of Hoffins College.

Applications, Applications or notifies College.

Applications, Applications of the services and (a) the sames, tilles, and the position, [2] their curriculum vise, and (a) the sames, tilles, addresses, and the telephone numbers of five efferences (effectences will not be contarted without the applicant's prior parmission) by February 20, 1992.

Nominellans: Nominators should send a letter of nomination and, if possible, the nominee's curriculum viae. Applications and nomineellums should be sent to:

Prolessor Hasriet Grey Chnir, VPAA Search Committee P. O. Box 962: Hollina College Roanoks, Virginie 24020 (703) 362-6612 FAX (703) 362-6642

Position starting date: July 1, 1992,

Holling College is an equal opportunity employer



EASTERN CONNECTICUT STATE UNIVERSITY Willimantic, Connecticut

VICE-PRESIDENT FOR ACADEMIC AFFAIRS

Eastern Connecticut State University invitre nombusticus and epplictions fur the positics, Vice-President lar Academic Affairs. The University, which serves 4,30 undergaduate and graduate studuets, is located in Williamstite, midway between New York and Boaton.

sindarpoinate and grasulate students. In Sected to Millionalitic, radiousy between the activity and confidence of the University. The Vision's Vision's proposal discostly to the Provident and in responsible for anotheric planning and assessment proposal and the Provident and the responsible for anotheric planning and assessment proposal anotheric vision and the Vision's proposal and the proposal discostly development, administrate the activity development, administrate proposal and administrate proposal discostly responsible and administrate proposal and the confidence of the proposal administrate proposal and administrate proposal administrate propo

Basista Connecticut Sieta University Is an Equal Opportunity, Affirmative Action Employer, Applications from women and astrocity establishes ere encouraged.

Social Which Policiaes, Acube, position could account in our \$2.00 miles account in our accou

J. 4 1 4 13 4 1



UNIVERSITY OF NEW HAMPSHIRE

Vice President for Student Affairs

The University of New Hampshire Invites applications and nomiactions for the position of Vice President for Student Affaire.

nee poettore un vece Freament for SHUMEN ATABLE.

The University of New Hamphiffe et public land, space and sea grantiinatitudine which serves approximately 11,500 and egymduste and graduate
studente. The campast is kerted in Ourhans, MI, which is a sumi-inval lower
located II miles from the roast and 60 relies anoth of Ouston, Mananchistender II miles from the roast and 60 relies anoth of Ouston, Mananchis-

sette.

The Vice President for Student Affeits reports directly to the President of the Unbreatity and is one of the fire Vice Presidents comprising the President's recognition that Offices currently responting to the Vice President for Student Affaits include Career Services, Health Services, Constellag, Hossing, Residential Programs, Suderd Unfortuneth Activities, Multicultumal Student Affaits, Studant Condect, Parent Programs, Total Control Student Affaits, Studant Condect, Parent Programs, Total Condect, Parent Programs, College United Students and Condect, Parent Programs, College United Students Condect, Parent Programs, College United Students Condect, Parent Programs, Chilago, Police and Security Services.

ularia, Pollec and Seculty Serdent.

In the transposition of the Vereindent for Student Affairs to formulate, implement, and crelature student programs which complement the readent arisation of the Ulternity not order the quality of endand life. She of the must cereer the satisfairs of extense current of endand life. She of the must cereer the satisfairs of extense current of the satisfair of the contract of the satisfairs of the contract of the satisfairs of the satisfairs and executable for all fiscal and budgetary resters related to unite while Student Affairs.

The aucversful enadidate for this position will have an earned Doctorate its related field and possess:

A record of etrong administrative and supervisory experience

A revolt of etrong administrative and uppervasory experiment crustes in student affairs memored and student ethorogy skills
 Experience is working with a diverse coresmulity of undergoduste and gurduste students, faculty, staff, governance groups and the rows assurity at large
 Demonatured outcomes in permotting and supporting a diverse etulent

Hoops the starting date will be July 1, 1992, or as soon as pocetible thereafter, Applications will be reviewed beginning February 3, 1992; the review will continue until the position is filled.

Applications and rominations clouds be sent to:

Seared Committee for the Vice President for Student Affairs
Office of the President
Thumpson Hall
University of New Horsey
Durbure, NII 0824

Interested applicante chould include a letter of interest, corriculus; vitoe, and narces and addresses of at least three references.

The University of New Hatapethre is an equal opportunity, affirmative action are player, and appeticulty invites and oncourages applications and languages applications are proposed from years and productive.



San Antonio Art Ins.
Vice President for Humance and Administration

1 52-year-old independent photos relations of the Arts degree of the Arts degr

San Antosio Art institute is a 32-year-old independion) private non-profit corporation which operates a multi-faceact visual art educational procession of the profit of t

are as of responsibility.

Minhusus qualifications includes

I high, Mith or optivities graduate degree

1. These years' experience in a private college financial affairs office

3. Netrocompute titeracy on DOS systems

4. Abrilly to communicate effectively in both oral and written form

4. Abrilly to communicate effectively in both oral and written form

4. Abrilly to communicate effectively in both oral and written form

4. Abrilly to communicate effectively in both oral and written form Salary and benefits are competitive and commensurate with experience and qualifications.

Applications current vits and letter of application summarising your feed about the current vits and letter of application summarising your feed about the contract of the current vits and addresses of the process and addresses of the current vits and current vi

Director of Human Resource: San Antonio Art Institute P. O. 80x 6092 San Antonio, Texas 78209

San Antonio Art Institute is sun Affirmativa Action, Equal Employment Oppositutiva Forefaces

Social Work The Sociel Work Department is the College of Education and Human Service Problems is scotling opticants to 68 a full time terrors track system or asso-ciate professor position beginning Septem-ber 1, 1992. Responsibilities include field denis, conducting and multiving activately reactive, synchright consumity and University. The synchronic control of the sy

the and commessionale with qualifications and achievement. Applications must be notimarized by Marri 20, 90°C. Sand cand cred sames of three references to Dr. Joyce M. Remer, Chair, Sawart Committee, Department of Social Work, 20 Bohamon Hall, University of Manacota, Del Lith. Minnesson 25112. The University of Minnesson 25112. The University of Minnesson 25112.

Vice President for Academic Affairs THE UNIVERSITY OF TEXAS AT TYLER

The University of Trace of Tyler invites mentionalises and applications for by position of Vice Presiston for A activate A fiftire. The University sons spand creadive leadership from a chief assessment follower as is devoted pressure durate programs and expands graduate education, reasons, and service sold to for the 21st century.

THE UNIVERSITY

THE UNIVERSITY U.T. Tyler is a upper-lovel university located in the piacy woods of the far Tazee iche country set the 1-20 centifully, 90 millec set of Dallet. The brivensy encreas a region with a population of 75,000 by official genedical preparate a factor of the piace of 75,000 by official genedical preparate and the set of the piace of the piace of the region country to the country to the

RESPONSIBILITIES

RESPONSITELETES

REporting to the President, the Vice I resident has bread responsibility for the
Ampointing to the President, the Vice I resident has president a season and the
development, a describer is sufficient or a second season, the administration
describer in section is administration of the resident in the
cededom is under the resident president and the cededom budget, a cultestire principal in the cededom budget, and the set of the resident president and the resident president presiden an arterior and a second and a second a cade unic divisions. Also reposing the Vice President ere the Office of Admissions and Ragistrar, the Liter International Program, and the University Honors Program.

QUALIFICATIONS
The University seeks a person of intellectual vision and energy. The success sandidate must have edimatetrative expesiones which demonstrates leaded sandistemus have ediministrative capes ence a which demonstrate leading, reaspanned, hoghery ord planning skills. This position requises are cased advanters and a distinguished record of teaching and etholoroly still demonstrative and a distinguished record of teaching and etholoroly still demonstrative and of the provide eligibility for hem had full producers. The successful demidiations demonstrates storing interpersions in and communicative and still as a well as the still to word effectively in a collegid manare with ethories group of funds, administration, and sustema. A demonstrated commissions to caped (openating and difficulties and seaterns). The applicant should deal to commission and difficulties are destined as accessed; It implicates a seaterns, It applicant should deal to commission and difficulties are destined as accessed. The surface of the surface application accessed to the surface application accessed to the surface application of the surface and the surface application of the surface and the surface

APPOINTMENT AND APPLICATION INFORMATION This position has a stantag date as early at July 1, 1992, or a data as not thereafter as practical, preferably no later than September 1, 1992. Salay is competitive and continensurate with qualifications and experience. Review of caudiostes will begin out February 15, 1992. The University will accepted review appliestions and averinations or releval effort this filtried deadlineasifies position is filted. Qualified candidates should forward a letter of interest but contains a first statement of citicational photosyby, course, end the stars, addresses and tolephone manifers of at least those references to the following:



Dr. Donald E. Fischer, Chair VPAA Sercening Committee Office of the President The University of Texas at Tyle 30xt Haivanity filed.

nivernity (d Texas at Tyler is an Popul Prophyment Opponunity, Affenabl Artion (Implayer, Wistorn and minorates are exceedinged to apply-_____

Rutgers, The State University of New Jersey

VICE PRESIDENT FOR UNDERGRADUATE EDUCATION

Ruigers University rossus monutations and applications for the position of Vice President for Unitergraduate Film attorn

rust resourem on samingualitative trainitation Rudgers Universities is a competentistic public research interestivities and puws in Cambiot, Newark, and New Bruttwirk. The Office of the Ver-rechilent for Universities of Chair atom will be for acted in New Banasirk. The University rutrals man 47, illist students in 26 which and colleges. Terretten met zeutstegtenmen stellt deuts, will hie plesene in best deutste in deutste deutste in deutstelle in deutste i

Source County. An carried the timer and an excilent record of instart, publications, teaching, and service are natured. Candidate must be diply abilitization, teaching, and service are natured. Candidate must be diply to fraunced production rate, within an an advanted department, the cardinate independant programme releval unjusted, and goal along the cardinate intermediate through the cardinate of the cardinate intermediate through the cardinate of the cardina

Search tromminee Vice President for Undergraduate Education Old Queen's Building, Room thi

THE STATE UNIVERSITY OF NEW YEARSEY RUTGERS

New Humawas, NJ 0119113 Employment etigibility verdication required Affirmation Action, Equal Opportunity Employer

VICE PRESIDENT FOR PUBLIC AFFAIRS

Commission on Independent Colleges and Universities

The Commission on Independent Colleges and Universities, headquartered in Albany, New York, seeks applications and nominations for the newly created position of vice president for making afficient of the control of the newly created position of vice president for making afficient or the control of the newly created position of vice president for making afficient or the newly created position of vice president for making and the newly created position of vice president for t for public affairs.

The vice president will be responsible for the planning, develnpment, and implementation of an on-going communications and public affairs program. The vice president will supervise a small staff and report directly to the president. Extensive travel will be required. will be required.

will be required.

The vice president will be responsible for the drafting of speeches, public statements and articles on positions of importance to independent higher declaration, securing appearances on broadcast media of representatives of closs, maintain organing regular condact with media outlets, as well as providing the material required by the campus-based communicatives and appearance of plant and appearance of the campus-based communicatives and appearance of plant and appearance of the campus-based communicatives and appearance of plant appearance or appearance or plant appearance or provided the provided provided the provided provided provided the provided p ions network and constituencies of circu.

Candidates must have at least five years of experience in media relations; extensive understanding uf current higher ductation issues, and excellent written and vershal communication skills. Candidates will be required to establish and maintain contacts with the New York State press corps as well as various other media outlets; the principals and staff of the Descrutive and teglishilve branches of New York State Covern-beccutive and teglishilve branches of New York State Governexecutive and legislative branches of New York State Govern-ment; and the clcu member campuses. Supervisory experi-ence and a master's degree in journalism, communications, or a related field are highly desirable.

Salary and benefits are competitive. Send résumé, cover let-ter, salary history, and the names of three references to: Presi-tion's Office, Commission on Independent Colleges and Uni-wersities, Post Office Bux 7899, Abany, New York 1224. Applications received by January 31, 1992 shall be afforded preference.



An esqual opportunity employer.

VICE PRESIDENT FOR STUDENT SERVICES

Asheville-Buncombe Technical Community College Asheville, North Carolina

Ashovillo-Buncombo Technical Conmunity College invites nomina-lions and applications for this posation of the Predictant for Student sourced to begin for the posation of the Predictant for Student sourced to begin from the College and the Predictant of Student students in a wide range of tochnical, vocations, and transless pro-grams. As extend confinitiation, the Vito Predictant provided electry to the Predictors and is responsible for the overall management and af-sociations of the Community Students of the Predictions of the Eductories of the Community Students of the Predictions of the Community Students.

ho eludoni sorvices oporation into e Counselling Servicos e Piecement e Testing/Assessreant e Errolliment Menegemont e Studento with Special Needs e Veterana Servicas e Student Adivities e Cerser Oovelopment

« Guires Covicionnem:

Minimum quatifications include a Mestor's degree in a related field with 7 years' administrative opposituacion in community occipion, and the control of the contro

ASHEVILLE-BUNCOMBE TECHNICAL COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

real Producers. To teach receive in Crimical Structure are, derived an experiment are an electrical and experiment are all the second experiments and the April 200 per la September 1 (1997) and the September 1 (1997) an

with a forested smill the position is failed.

In frame 1975. Interests well begin February 5, 1975. Interests well begin February 5, 1975. Interests well begin February 5, 1975. Interests well begin from the first begi toniected as Seciology: Fall 1992, pending funding of po-Personnel, silion Teorre track Institutor or Assist-

PRESIDENT Californie Stete University, Northridge

The Chencellor and the Board of Trustees of the California State University system invite nominations and applications for the President of California State University, Northidge. Crested in 1958, Celifornia State University, Northridge recognizes

Cested in 1986, California State University, Northridge recognitors undergraduate entiring, research and public service as its major exponsibilities. Of these, undergraduate instruction and its major exponsibilities. Of these, undergraduate instruction and its major exponsibilities. Of these, undergraduate instruction and the service of the service cight schools. Study in the liberal arts and sciences, and technological and professional programs, leads to bechelor's degrees in 49 fields and master's degrees in 40 fields. Over one-third of the students are members of ethnic minorities and 57% of the students are women.

Approximately 10 perrent of the enrollment lives in campus duralitories and thousands more reside in nearby apartments. The university also operates a satellite campus center in Ventura County serving more than 1,000 students.

Nominees or opplicents must have the energy and vision to lead a multicoltural, multipurpose, public university, situated in a diverse mortopolitian area. Condiciotes must be experienced at working cooporatively with faculty, studens and staff; committed to expensive the relationship the university perity with the community; skilled in the relationship the university perity with the community; skilled in lacksding alumni relations and fund relating activities; committed to elear, strong leadership in diffirmitive action and educations equity; capable of reaccidentials the definition of a complex organization; and able to build upon the strong base of a well energed institution. capatio of roocalitating the domainstration of a compast organization and able to build upon the strong base of a wolf managed institution. They should have attained academic oxcellence both in teaching and scholarship. They also must demonstrate accessful administrative skills and collogid leadership, preferably in an institution of higher oducation, and be prepared to function in a collective busglaring

The President is the chief executive officer of the campus and is responsible to the Board of Trustees through the Chancellor

Nominations and applications with current resumes should be sent to:

The Chancellor
The California State University
400 Goidea Shora, Suite 324
Long Baach, California 90802-4278

*---

Review of resumes witl bogin on February 14, 1992.

An Equal Opportunity Employer
Womon and ethnic minorities are encouraged to become candidates.

A commun of The Colifornia State University system.

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

Lehman College, a senior collego of The City University of New York, located un 37-acres in the northwest Bronx, invites applications or nominations for the position of Provest and Vice President of Academic Alfairs.

As the senior academic officer, the Praviot has overall re-promistiffly fur the academic policies, programs and person-ned of 28 academic departments with 530 full-time faculty members and 10,000 students. Leinan offers Buccalaurenia and Master's degree programs and members of the College's faculty participate in The City University decoral programs. finculty participate in The City University doctoral programs. Candidate must have a doctorals, significant archivement in scholarship, collego ur university teaching experience suitable for a tenuared possition at the rank of professor, demonstrated administrative and funded research experience in higher demonstrated committee and produced administrative and funded research experience in higher demonstrated committee and produced on witcoment and a demonstrated commitment in faculty environment and a demonstrated commitment in faculty environment and a demonstrated commitment in faculty environment and affirmative action thring proferred. Salary rangs up to 997,991. Tiesus send applications or nominations for freiseror William Seratic, Carlor of Science Committee. Crit O. Dr. Jans Mottus, Olice of the Denn of Natural and Social Sciences. Sciencing with a Chair ECE Profession.

LEHMAN COLLEGE/CUNY 250 Bedford Park Blvd. West LEHMAN Bronx, New York 10468

An AA /EEO Employee M/F

upational, liberal arts sollege i historically affiliated with the Ci-Brathrea, has an anrollment of maidy 1,000 ctudents. A letter tion, réasuné, transcripts, and le erenças abouté be sent to Pror-Uriah, Beldaewater College, S Virginia 228/2. An equel oppo finastive atton employer.

Spanish Sea our advertisement under the manities/Spanish, Philadelphia College of Pharmacy and Science.

PRESIDENT Sonoma State University

The Chancellor and the Board of Trustees of the California State University system invita nominations and expressions of interest for the Presidency of Sonoma State University.

Stablished in 1960, Sonoma State University is a predominantly undergraduate institution of Approximated in 1700, 300 normal Statis university is a precommancy undergradular institution. Valveral sites and science which is offers a select maps of graduate and professional programs. Small class sites and close relationships among mudently, facility, not staff, it are hallowers of the institution. More than 400 fall, them and part-limit scilly provide instruction to 2/60 stockers, 500 of whom the control of the students, 500 of whom the control of the students, 500 of whom the and 50 is the average of age of undergradular students.

The University is located on 220 acres in the town of Rohnert Park, 50 miles north of San Francisco, 20 miles from the Pacific Ocean, and within the world-famous Sonoma wine region. The campus is attractive, modarn, and well-equipped. The beauty of the campus and its setting allow students pursuo their educational goals in a pleasant environment removed from the pressures of urban life.

Prospective candidates should have the experience, vision, and energy to lead a comprehensive public university situated in a suburban/rural area. Candidates must be committed to excellence in undergraduate aducation in that liberal arts and estances, experienced a twerking coperatively with faculty, students, and staff, committed to expending the positive relationship the University eajoys with has surrounding rangers, belie to build on the strong bea of a well-managed institution, stilled at menaging the budget of a complax organization; stilled at representing the institution in saternal secretary and staff of the strong that the strong that the strong leadership in secretary and the strong the goals of affirmative action and educational equity; and prepared to function in a standard control of the strong that the s

The President is the chief executive officer of the University and is responsible to the Board of Trustees through the Chancelor.

Nominations and expressions of interest with current résumés should be sent to:

Mr. Tad J. Saanger, Chair Presidential Salection Advisory Co Sonome State University

Review of résumés will bogin February 20, 1992.

An Equal Opportunity Employer
Women and athnic minorities are encouraged to become candidates

PRESIDENT

University of California The Board of Regent's Special Committee on the Selection of a President Invites nominations and applications for the position of President Invites nominations and applications for the position of President to retire as President, Effective Colober 1, 1982, Biolandin they seem of service in the presidency, and the Special Committee where to complete for the successor list most obstanting conditates to complete for the successor list most obstanting conditates on the complete for the successor list most obstanting conditates on the successor list of the successor list o

common to me accessor use muse outsitering controlled in the Common Term to the entire of the Common Term to the Common Ter

The President, an ex officio member of the Board of Regents, is re-aponsible to the Board as Chiaf Executive Officer for the overall admin-sional of the Interests

samilon of the University.

Candidates should laive demonstrated administrative experience, in its conduct of this affairs of a substantial organization, an appropriate activality from the substantial organization, an appropriate activative for the substantial organization, and appropriate activative for the substantial organization organization. Forminations and applications with a current resume should be addressed in confidence to

Secretary of The Regents University of California 300 Lakeside Drive, 22nd Floor Oskland, CA 94612-3350

A campus of the California State University system

Deep of Administration (Anticipated Start Date: July 1, 1992)

and incurrantees are use passes as to such a constitution. Because the little importing in the Problem, the Dermber event importation in the Problem, the Dermber event importation in the montagement of the Colleges from in Illians, consider environ, personnel and labor relations used authorities proving and operation. Qualiflessimant in the Colleges from its activities proving and operation. Qualiflessimant in the Colleges from its provincia for the Colleges of the Colleges

in elandechip role, possess strong or al and written communication and human relations shifts, and

putri infquantitions quantitions will be propied until February 14, 1992. Is-quiries may be directed to the nearch consultee chais. Send letter and resures to Denn Judick L. McGaughey, Cimir, dean

LaGuardia

Ne Cay University of New York 21 Of Transport Americ Lang Stand Cap, Not 11 Of 100-14 Engine

DIRECTOR

Kuskokurim Campus, University of Alasia-Pairbanks, located in Beshal Alasia. The Director is the chief administrative officer of the Campus reporting to the Dean of the College of Rurral Alesia, UAFT has Director, in ecoperation with the faculty and the Kustokurim Advisory Council, is responsible for providing academic leadership

rousely Collinia, in reportation for providing academic leadership and developing institutional and program plans responsive to the nodes. For the fact positions of the program plans are program plans and application packet contact. Personnel, Kustowicz Carpus, Box 369, Bathai, AK 99559, Talisphoes 1907; 543-4533, FAX 1907; 563-4627. Closing date: Fabrusry 14, 1992.

ANTEO

College Misericordia Dallas, Pennsylvania

The Board of Transces of College Misericordia troites nominators and applications for the position of President.

ogy, nursing, and social work.

The College emolis approximately 1,600 traditional and non-indiced students in courses in Associate, Bechelor's, Minster's degrees or professional contributes. It has a full and part-time faculty of 130.

Against national traints the College has operated on a continuous to the physical plant, and a lacrowase in our ordination and catering student board scores. Note of its 1990 graduates have focus a mapple years.

matters and amplications should be sent to:

Applications should include a current résumé and a letter discusing és candidate's suitability for the position

The Search Committee will begin reviewing applications on February B. 1992. No candidate can be guaranteed full consideration if material an received offer that date.

tininginangingingsandoon; iga gagasayo ilanginingingi

PRESIDENT

CALIFORNIA LUTHERAN UNIVERSITY Thousand Oaks, California

Thousand Oaks, California

Thousand Oaks, California

The Board of regrets assurance the search for a President to more after
design to summer of 1932 and canazance and management of experience
and the president of the presiden

California Lutheran affirms nondiscrimination regarding sex, rice, cold, teligium, age, naturnal or ethnic origin, and handicap.

stoondary, and special education. To sa-ply, subsal a least of assignation, currier in what, collect transcript, and place-tion when the subsales transcript, and place-topic of Educational Foundations and Spe-sifications, Expedid of Education, Culties of Committee, Charlettee, Sauth Carolina March 1, 1921. The College of Charlettee of Adapt 1, 1921. The College of Charlettee on an Eggal Employment Opportunity, Af-Employment Opportunity, Af-

President

applications for the position of Presistent.
Formaded in 1924 by the Rullytian Stehen of Mercy who continue to spose
the Institution, Cribings Macricerinals in Culturio, to educations deep wish
the Institution, Cribings Macricerinals in Culturio, to educations deep wish
the Institution of Technology, auditogic telescopy, maring, and the Celebrotic
open maring, and the Scale borch.

Lossed dose to the Willess-BarredScranton alroad in Northeast Passals-nia, a growing meta with 10,000 new employment opportunities since 185 and in naccerolium incounces, the College is a three-hour drink time side Philadelphia or New York City.

The President reports to the Board of Trustees and is responsible for a scademic, administrative, and financial siliairs of the College.

scadents, edministrative, and financial silians of the College.

Qualifications has the position include:

a demonstrated compatibility with the unission and wake spalent of a Cole

a demonstrated compatibility with the unission and university of the

eastered doctories contribute implementation of currynt scadenic place

a willingness to complete implementation of currynt scadenic place

a willingness to complete implementation of currynt scadenic place

a willing to a contribute of the currynt scadenic place

a scalegi at communication with disease consideration

a scalegi at communication with disease consideration

a concentrate of disease contribute on and measurement of

concentration of disease contribute on and measurement of

a concentration of disease contribute on and measurement of

a concentration of disease contribute on and measurement of

a contribute of the contribute on and measurement of

a contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of the contribute of the contribute of

a contribute of the contribute of t

a denionstrated skills in the successful administration and management do comparable educational institution
 a bitty to ellectively represent the essence of the College in a warful axismal organizations, represents and halfoldates
 a proven funct-mixing capabilities and evisience of successful resource acquisition

d applications should be sent for Sanah Ellen Lenohan, Ed.D., Chair Prosidential Search Committee Unlege Misoricordia Lake Street Dallas, Pennsylvania 18612

College Misericordia is an AVV:EU employer. This search is assisted by the Prosidential Saurch I country than Someter of ACR

THE ASIA SOCIETY PRESIDENT PRESIDENT

Indianed of Direction of the Terrosphorate integrity Education Austrance Agency is unabled Tyrace of distinguished caseloc. Even on rejects (inversel in Elevier voice) institute Tyrace of distinguished caseloc. Even of the Common and Terrosphorate distinguished 1998 in a Indianes in the Education of the Common and the Caselone's Committee to South of Direction and the Caselone's Caselone and the Caselone's Caselone to South of Direction and the Caselone's Caselone to South of Direction and Caselone's Caselone's Caselone to Caselone's Caselone's

An Affirmativa Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

BULLETIN BOARD: Positions available

McKeesport Campus

Campus

CHIEF ACADEMIC OFFICER

DIRECTOR OF ACADEMIC AFFAIRS

Applications and nominations are invited for tha position of Director of Academic Affairs at the McKesport Campus of Tha Pennsylvania State Univariaty, The Director reports to the Campus Exercise Officer and provides leadership to the faculty for all academic matters.

The position offars a unique opportunity to work with the collages and departments of Penn Stata University in providing leadership for the professional devalopment of faculty and for seadernic program initiation. Responsibilities include faculty recruitment and evaluation, encouraging solubrish, and obserting services to the compute and community.

Pens State's McKessport Campus, located 20 minutes southeast of Pittsburgh, PA, covers 52 gen, has as buildings, and carrolls approximately 1,500 full-lime and part-lime students, both relicated monitors. The campus offers the first two vers of 120 Pens State baccelaurest degrees, associate degrees in technology, business, hotel, realizament and institutional management of others, and has no axtensive constituting detectaint program. An genéral arts and science becalculated degree and a baccelaureata in nursing are also offered.

Qualifications: An earned Doctorate, academic administrativa axperience, and a minium of five Quiffications: An earmed Doctorate, acotemic administrativa apprener, and a immuni of year experience involving a combination of leaching; reasers and selectarility is required. Daddetes should possess attoring interpersonal and communication skills and the academic quiffication for a thorself, such containing faculty appointment at Perus Susse Experience in academic planning, faculty recruitment and devalopment, budgeing, grantamathip and faculty governances in desirable. This week's month continuing position includes an excellent

Review of suplications will begin February 15, 1992, and continue until the sppointment is made.

Send nominations or applications with resume and the names, addresses and talephone numbers of three references to: Dr. Jack P. Royer, Associate Dean, Commonwealth Educational System,

THE PENNSYLVANIA STATE UNIVERSITY, III Old Main, Box CHE, University Park,

PENNSTATE

e considered for this position should send a résumé to Hay Management Consultains Attr: FHEAA Search 1500 X Street, Sulte 1000 Washington, DC 20005

Kindly do not contact the Agency directly FHEAA is an Equal Opportunity Employer

mode besides in waters from the control of the cont

The Asia Society

America's leading public educellan institution on Asian cultures, art, busieses and confamposity sifeira seeks a disingulahed individual with considerable knowledge of Asis, apocial issderahip usaliles, and axieralivo management experi-ence.

pinet.

Posk-plackets degree preferred.

The presiston equites ability in smange said of 100 in the Work head guesters, across U.S. and in Asia. Fund reliefs as in important job requirement, with owned budged of 350 million per year. Coulina as 150 million per year. Coulina and 150 million per year. The year of year of year of year of year.

The Asia Society is an agual apportunity amployer myliwih

Southeast community college

CHANCELLOR

Are you that rare executive who can advance an organization to excellence? Are you o leader? Are you results oriented? Are you an octivator? Do you moke things hoppen?

Are you o diplomot and yet have the courage to stand up for what you believe? Can you identify and develop other people's strengths?

Con you coordhate the efforts of diverse individuals and organizations?

If this describes you, we encourage you to opply for the position of Choncellar at Southeast Community College.

Southeast Community College is a multi-campus college with the administrative offices tocated in Lincoln, the capital of Nebraska. Southeast Community College, with 450 full-time employees and a \$25,000,000 budget, serves over 38,000 people (5,800 FTE) each year through credit and non-credit courses. The compuses, located in Lincoln, Milford and Beatrice, provide vocational/technical and academic transfer programs. Southeast Community Coffege is a locally supported two-year public community college and a vitat segment of Nebraska's postsecondary

The Chancellor serves as the chief executive officer of the College, reporting directly to a locally elected Roard of Governors.

Qualifications of the successful candidate will include:

- ♦ A leader who will work with the Board of Governors and the College community to provide on open and objective atmosphere for policy making and participatory management
- ◆ A demonstrated commitment to affirmotive action and equity in the recruitment and retention of slaff, students and faculty, and in the development of College programs, curricula and
- ♦ Ability to provide positive leadership in community relations, marketing, legislative relations, fund raising, and the teaching and learning environment.
- Ability to provide a vision that looks to future opportunities and changes for the College.
- ◆ Experience and skills in budgeting, financial management, economic development, strategic
- planning and organizational development. Experience in higher education administration.
- An earned doctoral is desired. Persons with master's degrees and related experience will be given serious consideration. Solary is competitive and commensurate with qualifications and experience. Excellent benefits.

Application Procedure

- Applicants for the position of Chancellor are requested to provide: ♦ A letter of application specifically addressing education, leadership skills,
 - management style and experience.
 - + A current resume or curriculum vita.

Send to: Chancellor Selection Committee, c/o Scudder Law Firm P.O. Box 82027, 411 South 13th Street, Lincoln, NE 68501 (402) 435,3758, 9 p.m. - 4 p.m. CST

Reviewing and screening of applications will begin on February 15, 1992. The application process will remain open antil a sultable candidate is found. Candidates selected for consideration for the position will be requested to provide references, additional information and transcripts. The Chancellor is capected to assume the position on or before July 1. 1992.

All applications will be held in absolute confidence as property of the Scudder Law Pirm, General Counsel to the Southeast Community College Soard of Governors. Applications will be available only to Board CEO Search Committee members unless written release is obtained from applicants.

Southeast Community College is an Equal Opportunity/Affirmative Action employer
All individuals, especially women, minority and disabled are encouraged to apply.

Seeplik Edergeben. Fish-loom, spann into a control of the control

12 1 Bearing 5 3

Sombert Community Conference of the Conference o



gent is Reingelen. Department of Special and Special Reingelen. Department of Special and power for the Australe Technology of th

and should be received no later than January 24, 1992 to be assured full consideration. AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

three current intere of recommendation to: Dr. John Ochwena, Assoriate Chair of Psy-shology and Special Bducation, Campus Box 31, Omporis Sate Uprivity, Empo-ria, Kanjan 6860-1967, ESU Isan Affirma-tive Action, Employer, We amenorman applications from thembers. We amenorman applications from thembers. Education, 221 Militon Benedon Hull, University of Ultah, Sall Lake City. Utah 84112; phone (801) 581-6158. The University of Ultah h an equal opportunity amployat. Women and rescortises are succuraged to apply.

The Annual Part of State 1992 and 1992

EXECUTIVE DIRECTOR

Foi International Reading Association, Neuerin, Delawars, a 93,000 mamber rongroll education secosition. Qualificational Doctor representation of the properties of the proper

Special Educations A suistant/Associates Pro-fessor in terms-track position to teach au-dernmentate and produce courses as spe-cial education with amphants in barants distributes. Also required in supervision of field experiences, students advantant, and

Carticipation in division plantin stripic Required doctorate in quantitative stripic stripic plantin devices and an advantage of the stripic planting, and urgan to the ment secret. Seen a spring last of the ment secret. Seen a spring last on the far-ment of the stripic last of the stripic planting. The stripic planting last of the control of the stripic planting last of the stripic plantin general forestime: January 34, 100. co.

Facelal follocation: Early hierarchics, in single-state of the possible parameter senting the possible parameter appropriate times: carried decrease forestimes are the possible parameter appropriate times: carried decrease forestimes are the possible parameter of factational story temperature, and decrease forestimes to the possible of the possible parameter of the possible of the possible parameter of the possible

The Board of Trustees and the University Search Committee of Golden Gate University announce a search for a President to succeed Dr. Otto Butz, who is retiring in the summer of 1992 after a distinguished career rounning more than twenty years.

An independent non-traditional institution, Golden Gete University is located in San Francisco, with campuses also structed in urban and suburban locations, primarily in California. The University offers professionally oriented programs designed to meet the needs of persons preparing for or engaged in business, public service and the law, and serves more than 7,000 full and part-time scudents who reflect the great ethnic diversity of the San Francisco Bay Area and who include an increasing

number of international students.

The University seeks candidates who hold an earned dectorate or equivalent degree and have a distinguished record as a faculty member in an Institution of higher education and elemificant administrative experience, including responsibility for a major unit of an academ institution. Management expetience in business or industry will be of

Of particular Interest to the Search Committee are candidates who have: the vision and energy to develop further the distinctive educational on of Golden Gare University; the enthusiasm to engage in successful fund mising; successful experience in working with the community and the alumni; a genuine commitment to a collegial style of administration s students, staff and faculty in the governance of the institution; the ability to form an effective administrative team; the ability to tepresent the University effectively in the business community and the larger scademic community and to work effectively with the accrediting eles with which the University is associated; and the ability to provide leadership in achieving the goals of affirmative action and educational equity in a multicultural environment.

Nominations and expressions of interest should be accompanied by a current resume, and should be addressed to

> Mr. William Zuendt, Chairman University Search Committee P.O. Box 63710 San Francisco, CA 94163

To ensure consideration, nominations and applications should be received by the Committee not later than February 28, 1992.

Golden Cate University in an Equal Opportunity, Affirmative Action Employer

EXECUTIVE DIRECTOR FOR SURA COMPUTER NETWORK

The Southern Court in the Southern Court in

casis.

Quantifications Demonstrated memogeness table is on information tacknotopy-hand organization, the drift including experience in dispersion of the control of the co

SURA offers excellent frings beasite and a competitive solary. Send cleamés with solary history by Fobruary 24, 1992 to:

SURA
1708 New York Avenue, N.W., Bulls 320
Washington, D.C. 20006

mediano firabrita (blimar plibotima) in estratura presenta presenta del presenta de

PRESIDENT FLOYD COLLEGE

Rome, Georgia

A Two-Year Unit of the University System of Georgia

The Board of Regards of the University System of Occopia and the Preside suffal Search and Screen Committee of Propt Code bride non-shadlons and applica-tions for the position of President, This popel profile monitations and applica-tions for the position of President in the Property of the President of the University System of Occopia and in responsible for the successful manage-ment of still institutional operations.

ment of it infamiliated operation.

Located on exposite 296-on company 79 miles northwest of Asheat, lite College acres more then 2,000 consuming satisfant forms across county area. College acres more than 2,000 consuming satisfant forms across county area. Companies are called a college and 55 modes are called a college and 55 modes are called a college and 55 modes to severe the Associate of Asheat in the Associate of Asheat and 55 modes. The Asheat College and 55 modes are called a college and 55 modes are called as called a college and 55 modes are called a college and 55 m

- Earned doctorate or appropriate terminal degree.
 Administrative and feaching expalleror in higher education ipreferably at the two-year college level) or a distinguished record of equivalent experi-ence with understanding of the teaching and service functions of a two-year
- coloring.

 Documented exidence of ediminishing bellis in Bassalin management, resource development, friender planning, ext personnel supervision procession of Documental Commission of Section (Section Section Secti

ory us to seem to regions. Chrominations abused include complete names, current littles, and correct ed-diseases of nominaces and meat be postmethed by Pcbruwy 14, 1962. Applica-tions, consisting of a inter of silterate, a Comprochastic efformed, and a for-tions, continued of the control of the contro

Jerry W. Stellton, Chair calisi Search and Screen Com P. O. Box 1864 Floyd College Rome, Ocorgie 30182-1864

Pertinent information (names, résumés, and non-evaluative materials) on all nominees and applicants will be open to public inspection under Georgia law.

Floyd College is an equal opportunity educational institution and an equal opportunity, effirmative action employer.

Graduate Theological Union Berkeley, California

PRESIDENT OF THEOLOGICAL CONSORTIUM

Demonstrated leadership in theological education, edministration and fund raising.

rean rassing. The Precident provides collegial Isadevship to e nondertuninalismal, in-ter-religious satisfusion comprised of nite seminaries and elithicid con-ter-religious satisfusion comprised of nite seminaries and elithicid religious. The CPU Isa are combrately of collegial content of the content of the con-tent of the content of the content of the content of the con-tent of the content of the content of the content of the con-tent of the content of the content of the content of the con-tent of the content of the content of the content of the con-tent of the content of the content of the content of the con-tent of the content of the con-tent of the content of

Clark, Presidential Search Committee Greduric Theological Union 2400 Ridge Road Berkeley, CA 94709

The GTU is an equal opportunity couployer.

Form Concounted, Albenteire Action Engineering Control of the Control of Cont

PRESIDENT

California University of Pennsylvania

The Council of Trustees of Collegians University motion receives an applications for the city pre-kiner of the Laboraty upon its retigence of a paper of the city pre-kiner of the Laboraty upon its retigence of a paper of the city pre-kiner of the Laboraty upon its retigence of the Collegians University, formed as 18 USES - 1922. Education of the Covanionous works of Permiyaherit, is a registered register to the control of the Covanionous works of Permiyaherit, is a registered register to the control of the Covanionous works of the control of the Covanionous works of the Covanionous Covan

Riscorció. The la servicio de la contractiva del contractiva de la contractiva del contractiva del la contractiva del contractiva del la contractiva del contractiva del contractiva del la co

usolving system-ware assues.

The ideal candidates should passess the following strengths:

ability to articulate a vision for the University's future growth and davids.

endronment

aucessilul expirience in the management of complex endronesses

ability to communicate effectively with diverse constituents solve

activity, staff, includents, pennion and aimmit; business, community, ad

governmental leaders, and the needs

«ullingness to provide the levidenship and personal involvement septement

of successful timed rathing and resource development

A more complete statement of leadership qualities is evaluable

ninations and applications should be sent to:

Mr. Frank Mescara
Chair, Presidential Scarch Committee
California University
P. O. Box 607
California, PA 15419

Applications should include a current résumé and letter discitions y unititations in terms of the stated criteria. Applications will be reviewed constructing February 24, 1992 Cardian whose applications are received after that date connot be promised electronical and application.

curroundation

Collimin University of Perunsylvaria is an AVEEOC Employe, and if y eucourages the applicant asset wemen and minorities. This seneth to by the Perulciential Search Consultation Survice of the Association of Gring Boards.

PRESIDE



the postions of Prosident It is ex-

Founded in 1891, 1-shyst Post University to located in Wes-bury, Connecticut, approximately 90 insite northead in Wes-bury, Connecticut, approximately 90 insite northead a privati, site profit, coerticational, American baccalarest including, allasted with a fively of hierarchy, with shoppin Japan, England, Gomany, the Netherlands and The Make State. If his nor emblishment of proportional by 2001 and and community of the control of the control of the and community of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the state of the control of the control of the control of the control of the state of the control of the control of the control of the control of the state of the control of the control of the control of the control of the state of the control of the state of the control of the contro

tive different countines.

Outsified condicidates will have an earned doctorals with demonstrated leadershop ability in working with landly evidente, stall, alumin and the community sed have a successful teaching end carderine administrates upon ance in higher deducation of or bowe the destination of current and developing issues of option and the control of the c

Recommendations and applications with supporting materials should be received by February 8, 1992.



Philippe F. Schollen, Setrelary Presidential Search Committee Telkyo Post University 800 Country Chib Road Post Office Box 2540 Waterbury, CT 08723-2540

Principal of the Burnell Campus School

MAN 1 and March 1 and March 1 and March 2 and March 2 and March 2 and March 1 and March 2 and March 2 and March 1 and March 2 and March 2

water contains to faculty invention.

In shall be found may be seen may have 300 children in be parted from in the part propers have a more start and of the contains and parted from in the parted have been all married from the contains and the

The successful cardidate will have an exceed disclorate and strong ecoofficial control to the property of the proper

processing speakers in the control approximately 30 miles security for the College is forced approximately 30 miles security for the college controlly moved to the college controlly moved to the college controlly moved to the college security mov

ENTIRE DATE: Approximately June 15, 1592 OSIDINE PER A COMPLETE APPLICATION FILE: Open and continuing but no barriary 34, 1991 (Controbute with and name, actes and teighnese number of at least three professional references about be solutioned on or complete to be

SILARE Competitive

MORES ALL INQUIRIES TO: Chairperson, Search Committee, clo ofice all furnar Prisources, Boyden Hall, Bridgewaler Stein College, Briggeory, MA 02325





**HISTORICAL SOCIETY* WASHINGTON DC

Executive Director

The Society is an equal opportunity, affirmative utilion employer.

and complete the great property of the complete the complete to the complete the co

UNIVERSITY OF COLORADO HEALTH SCIENCES CENTER

CHANCELLOR

The Chair of the Seend Committee, Escouther Ver President Theo, Visión, I.e. is setting nominations and applications for the position of the Chancel, I.e. is setting nominations and applications for the position of the Chancel Control is one of low comments of the public University and is located in Detwer. Coloretto, Located on the carmous ere the Schools of tocoted in Detwer. Coloretto, Located on the carmous ere the Schools of Hospital. Coloretto Prychister Hospitals are well an anny regional centers and hardness. The campus has total of 3,424 students and a gistakes are located on carmous and at difficult instantions throughout the Stein-Their ere approximately 1,200 file-fine faculty who are engaged in the Theory of the Chancel of the Chancel Color of the Chancel and admirational forter for the

total over 180 million par year.

The Chernolito is the chief academic and administrative officer for the campus and reports directly to the President of the University, which is governed by a fine member elected Board of Regents. The Charcellor of September of the Charcellor of th

and verious stell and distriction of internal agencies.

The University of Coloredo is committed to equal employment opportunity and affirmative action. Qualified candidates must have exademic creantals that exclusionary for this type of position and experience in e significant leadership position of an exademic health center, large University, or compassable phillamitopic organization.

Please submit nominetions and applications to the Search Committee no later than March 1, 1992. All correspondence or requests for additional information should be addressed to.

Ms. Denise Brown
Search Committee Staff
University of Colorado Health Sciences Center
4200 E. Ninth Avenue, Box A095
Denver, Colorado 80262
(303) 270-7734

President of the Carnegie Bosch Institute for Applied Studies in International Management

GRADUATE SCHOOL OF INDUSTRIAL ADMINISTRATION

CARENEGIE MELLON UNIVERSITY The Carnegie Bruch Institute for Applied Studies in International Management in part of the Gradutre School of Industrial Administration of Carnegie Mellon University. The Institute was founded in 1990 with an enhancement from the Robert Brusch Corporation.

columners from the Rubert Busch Corporation.

The Institute is disducted for intering received and education related to accusational humans. The Institute discretizate knowledge in the field of international management to improve entangers and restanction of the field of international management to improve entangers and restanction of the field of international fundamental states refused to the global orientation to summarize the fundamental states are sufficient to the probability assumption of the proposition of the field of the f

The president is chief accounts officer af the lustions, working under the effection of the governing board, and, when, the board into it is passed, that direction of the governing board, and, when, the board into it is passed, that direction of the governing board, and president presi

environnesse.

The problems useful be appointed in his species, returned faculty member at The problems useful the experiments for that position. The problems was full to experime from 600-year term, who possible returned for record flour-vear term. The president serves at the pleasure of the Governing Board. Salary is crommismant with appelience.

The apoly for this position or no submit a nonsiamion, please send e full eachening correlation where the greatment of the control of t

Dr. Robert S. Sulliven, Dean Gradutee School of Industrial Administration Carnegie Mellou University Frew and Tech Strens, Room 101 Pirmburgh, PA 15213

Servey Besserth, Director, Servey On.

Servey Besserth, Director, Director, Servey On.

Servey Besserth, Director, Servey On.

Servey Besserth, Director, Director, Servey Besserth, Director, Director, Servey Besserth, Director, Director



PRESIDENT Hawkeve Institute of Technology

Waterloo, Iowa

The Board of Trustees of Heaviespe Institute of Technology (lows Area VIII) invites applications and commissions for the position of Pareldam. The Passidem is the chair ascentive President, of the Passidem of P

seeds on indicated when it is recognised introduction banks and an indicated when it is competential and in the competential contenting richary contenting in the property of the competential and in the competential contenting richary contenting in the property of the competential contenting richary and the competential contential contential

An ACCT Search

For fastest service. please write, don't phone.

To serve our readers most effectively, we have contracted with an independent, computer-based company whose only business is the handling of subscriptions. Their staff members' expertise is dedicated to serving our readers quickly and efficiently.

They can do this best if you'll write them directly—enclosing a copy of your address label, if you have one. Or use this coupon to let them know how they can serve you.

Please check the appropriete box(es) below:

- ☐ Chenge a delivery address
- Report a subscription problem
- ☐ Enter a new subscription (49 issues—one year)
- Renew a subscription (49 issues—one year)
- \$67.50 payment enclosed
- ☐ Bill me
- ☐ Charge VISA # ..
- ☐ Cherge MasterCard # __

☐ Charge American Express # _

Expiration date

ATTACH LABEL HERE (if you're already a subscriber)

Street address or box number

Mail to:

Subscription Department The Chronicle of Higher Education P.O. Box 1955

Marion, Ohio 43305

Please allow four weeks for your order or adjustment to be processed.

Miss Porter's School



Head of School pointment for July 1, 1992

Pounded in 1843, Miss Porter's School is a college preparatory girls' boarding school. With a faculty of 44 and a student body of 265 students of whom 80 are day students, the School includes grades 9 though 12.

The campus of 30 acres is in the town of Farmington located nine miles from Hardord.

The Board of Trustees seeks a person who has a commitment to girls' boarding schools and who understands and can foster a sense of community within the School; who has had significant involvement in education and can be a leader of faculty who themselves are committed to excellence and are reflective about teaching; and who has a clear understanding of what a girl's boarding school needs to be in the 1990's and can articulate the realities of and vision for Miss Porter's School.

Applications and nominations are due by Pebruary 15, 1992. Candidate materials requested includes cover letter explaining the candidate's interest in and qualifications for the position, a current resume, and five references with addresses and telepi

Idanelle McMurry Search Consultant The Education Group 5952 Royal Lane, Sulte 203 Dallas, Texas 75230 (615) 665-2412 or (800) 369-9102

Miss Portor's School is an Equal Opportunity Affirmative Action Employer.

PRESIDENT

Independent Schools Association of the Central States

The Independent Schools Association of the Control States (ISACS) seeks a President to assume the position which will be vacated by the collectment of Thomas Read on July 1, 1993.

BACS is a seculation of more than one hundred stay independent schools located in a filtero-siste region between West Virginia out Nameta. A central purpose of his secolation is to exclusive, development in the secolation in the exclusive development of the secolation is to exclusive, development of the secolation of the exclusive properties of the secolation in the insulation of the secolation of the secolation of the secolation in which these standards are migliotand.

sident reports to the Soard of Directors and has responsibility

- of clicoting, coordinating and ownereding the ovelutal endocrothistim of mamber schools are substituted to the protectional or the substitute school is the protectional or the control of the substitute school in the control of the substitute schools are developed by government of the substitute of inspiration schools are developed by government of the fauncied intower of inspiration schools are developed by a patienting information (one public and putives associations and post-armanial spectrum and distantional in the mamber schools of a control of the substitute of the substitute

The President is responsible for the supervision of the stall lacated at the ISACS Central Office in Downers Grove, Illinois.

The preferred candidate will have arienalys experience to and knowledge of ladependent schools.

Salary and compensation are competitive and dependent upon experiad applications should be east prior to Pebruary 15, 1992

Dr. Raiph N. Manuel, Cheir ISACS Search Committee Culver Educational Foundation Sox 156 Culver, Indiana 46511

ISACS is an Equal Opportunity Employer,

An extens on temperate them to the control of the c

PRESIDENT

LEE COLLEGE

Baytown, Texas

The lourd of Brejents of Jeet Linding the white supplication and magnetisms for the qualities of either carcuitive officer and breifing state than for the qualities of either carcuitive officer and breifing state overly till. One of the state of the carcuitive officer and breifing state overly till. One office that is the current of till. One of the state of the stat

PHESIDENTIAL PHOFILE

- An ourned slockstate pecternal
 An anderstanding al and remaniturent to the congrehandra com-nity college philosophy

 DEMONSTRATEDA

- ferred
 Successful teaching experience, higher education leed pe-ferred
 Adulties in resource development and financial imagenes
 Consultanest to the pittle expiry of shared governace
 Adultity to inclinate the creation of a common vision and path-iate the vision in a measurageth and in-pitting way to all coasts
- Ability to lead in strategic planning and assument of die
- Ability to loved in stantistic planning and arrayment all no Ability to work children's which colleges, molecular, had so hadron, and distract, hard and state spreamont, heavier, though and state spreamont, heavier, though a hadron, the vollege translation, and other cransmanty game, and the volument of the state of the sta

mits should submit

Applicants should submit

1. A latter of application of his solution and insured profite

2. A current of solution is clinically a frame and insures phose randor

3. Names, addresses and telephone numbers of five references v

can obscribe how the profite definements on the con
Applications and numerations should be maded in

1. The Euroman

Reity Foreman Presidential Search Chamiltoe Lee College 511 South Whiting Raytown, TX 77520-1708 Closing date for applications is January 31, 1902. Starting data is july 1902, or as soon as possible.

Salary is competitive with excellent lanelits.

An Equal Opportunity, Allimative Action Employer An AUCT Search

No. of the Land Street, Street MOHEGAN

PRESIDENT

Mohegan Community College Norwich, Connecticut

The Connecticul Board of Techters of Community Vectorical Colleges make nonclear and applications for the poor on all President of Michagan Community Codes in Month Commedical, to be portinated no later than Petersary 1, 1992

commercial, to the postmismed no large than Revisial J. 1992. Consider in 1989 Molegain Community Cot again commiss yearth per 3000 the adjult has observed in 21 accounted degree and confinence programs in blood also, present deals on it caves controlled than confidence and observed produces program as abon reportate sharebown at Molegain The code; get credit and manufact program many plays a logic facest caus and the economic development of the confidence faces exponent.

Opers of the position announcement are annuable from and latter of against of Opers of the ground should be schristled to Accident C. McKede, Essache Bassal, by Community-Bethic and Goldens of Correct cut. 69 McKedand Street, Hardred, C. daffi An equal opportunity strimpture score maybeys or or.

COMMUNITY & TECHNICAL COLLEGES OFC ONNECTICU

RULLETIN BOARD: Positions available

EXECUTIVE DIRECTOR HEO

Brooklyn Educational Opportunity Center

Brooklyn Educationial Opportunity Center The State Unwerly of New York's Educationel Opportunity Center in Brooklyn is selministened by New York City Technical Col-portunity of the State of Special Programs guidelines The utber sold wind to Center of Special Programs guidelines The utber and the Center of Special Programs and Center of Center per selection of the Center of Center of Center of Center of Center per selection of Center of Center of Center of Center of Center per selection of Center of Center of Center of Center of Center of Center per selection of Center of

community resistants, see were ere en employment practicents service. The destort overseeth the operation of the center which includes a safe it 55 protestones for expension of the center which includes a safe it 55 protestones for expension of the center of the cente

The successful candidets must have at least 8 years of na successiu candidate must have a least 8 years of administrativa (supervisor) possidence of which 3 must be ne public possidenchally institution; strong public relations shills and expa-ing program design floweropment, diamontel sade skill in organizational managament end budget managament end prepaz-tion, and strong writing and vehall skills. A document in e related deciphin is preferred.

The salary is at the HEO rate of \$70,110/ A + an edditional remunera-tion of \$7,570. Resumes, letters of application and nominations, com-plets with names of three references and a vitae should be sunt to:

New York City Technical College/CUNY 300 Jay Streel, Namm 321 Brooklyn, NY 11201





WALSH COLLEGE is searching for a new president

who, for the first three in its history, will not be a member of the rigious order which funded the Calleger I has results an extensi-dary opportunity for a telefactor Rumar Callind each after who is willing and able to built on the fun bundation excludibled by the Sobers of Chilalian Instant time rower the last What I at a century.

Secretly reaccredited for the near fee after by the North Central Accelator, Wash Culloge is vistually deli-free. Though not with a special process shared by most independent liberal ac-celages, Wishi is a stable institution with a pattern of entellment goods before tropped development.

bom the new program recoveragement.

The predictin, of course, will have to have strong communication rolls, fined competence, land-calsing capability, and a cumminant to collegality in decision-making, but these practical attitudes must be balanced by vision, courage, tumpasson, spinitualities, and sensitive to genicle issues. Walsh laculty and students have right to that kind of leadership.

hee diga, a brackatureer institution with sume graduate pro-pages as well-credentiated lacely of 110 members, a coeduca-tion student body at 155, o thorn 44% are of non-traditional specified with the expected to have an earned terminal agree and, ideally, with have had experience in a private liberal sts college both as teacher and admirrostrator.

Compensation will be competitive. Dearline for application: Feb-mary 15, 1992. The new president will take ollice on fully 1, 1992. He or she will be expected to lead the institution into the next contary.

Applicants are invited to accompany their curriculons viae with a teler explaining how they will meet the estus attornal challenges of the 1990's, addressed to:

Broiher Jecome Lessard, F.I.C. Chelrman, Presidenilal Search Committee Walsh College 2020 Easton St. N.W. North Canlon, Ohio 44720-3396

An Equal Opportunity, Affurmative Action Employer

All matters the desiration. Extend the state of the state

Search for a Chancellor of North Carolina Central University DURHAM, NORTH CAROLINA

The Baard of Trusteec of North Carolina Central University seaks a qualified person for the position of Chancellor. The appointment will be effective July I 1992. The salary and fringe banefits are compatitive regionally and nationally. 1992. In a selety and frings burnels are compatible regionally and nationally.

North Cerolina Creat Illustrately is not all the states constitute installations of the University of North Cerolina. It is a historically black, public, compared to the University of North Cerolina. In a historically black, public, compared to the Cerolina and C

students on a 104-acre campus.

The Chancellor of North Carolina Central University is the chief administrative and assecutive head of the institution and is responsible for carrying out the policies of the University System's Board of Governors and the institution's Board of Trutates. Nominipees for the position should hold an armad doctomate.

accurate to the comparison of Letters of nomination and/or application should be addressed to.

Mr. Sert Callina, Cheirman c/o Dr. Patsy S. Perry, Executive Director Search Committee for Chencellor Post Office Box 1769 Durham, NC 27702-1769

References will be contacted after an initial acreaning of applications AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

PRESIDENT AND CHIEF EXECUTIVE OFFICER

production for the computer of the computer of



Minnesota Community College System

PRESIDENT

INVER HILLS COMMUNITY COLLEGE

The Chencellor of the Minnesola Community College System announces on opening for the position of Phesident at Inver Hist Community College. The College Management of the College System of the System of t

The President is the chief executive officer of the college with responsibility for all programs and functions of the incitiution. The President reports directly to the Chancellor.

- the Chancellor.

 The following quellications are considered exentiel or highly destrable:

 A demonstrated commitment to the mission of the community colleges.
 A demonstrated capacity for creative and resourcated management and leadership
 Demonstrated leadership ability in areas such as instruction and student

- Demonstrated leaderstip stillty in areas such as instruction and student.
 Demonstrated shilles in community relations.
 Demonstrated skills in facel plenning.
 Demonstrated skills in
- I read to the control of the control

e Burillande doormitteent to student concurre.

Burillande Burilla

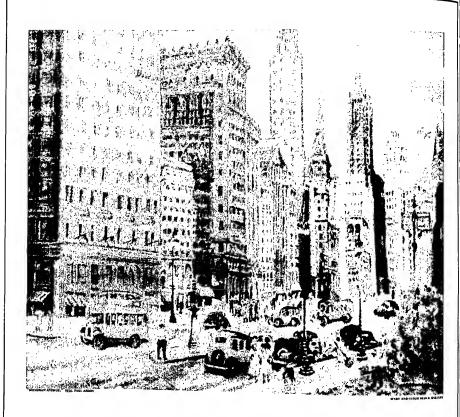
The Minnesota Community Callege System is an equal opportunity, effurnative action employer.

Classified Advertising Insertion Order

	_	
:IDIsplay Classifled	☐Regular Cleselfied	
Column(s) x	Inches or Alphabelical Listing	
Dele(s) ol insertion		
Allernate Insertion date(s	s)	·
□Peyment enclosed	☐Bill to addrese below:	□Assign box number
Nama	Title	
Institution or company		
Simul Address or PO Box #		
Cily	State Zip	Code
Purcheee Order No		
	Attach ad copy and any required billing form	s
Speciel Instructions:	ī	
	Please send to:	

The Chronicle of Higher Education **Bulletin Board** 1255 Twenty-Third Street, N.W.

Śuite 700 Weshington, D.C. 20037



Chicago's Boisterous, Modernist Paintings

s EARLY AS 1897 one writer commented, "Pork, not Plato, surreal tendencies in these works by early 20th-century Chicago ree began publishing Poetry—A Magazine of Verse in Chicago, it emerges from on often described immaturity. According to J. Z. elicited only laughter from the Eastern establishment. Still assum-Jacobson, author of the 1932 publication Art of Tuday: Chicago. ing that the gritty Midwestern town could not generate or support

1933, "Our city is young, our city is crude; the spirit of it is not ing that the girtty and recent in the second of the second dubbed Monroe's venture "Poetry in Porkopolis." Chicago's in-and content is sometimes awkward but always resonates with the digenous painting was even less credible. "Thinking Modern: vital spirit of the city. Painting in Chicago, 1910-1940" is an attempt to reassess modernist painting in Chicago—to look at the work of a group of longforgotten pioneers.

The 85 paintings in the exhibition are vigorous and spirited, if not slick and sophisticated. They are accessible and straightforward, rather than obscure and veiled. The realistic, narrative, and

has made Chicago," voicing the widespread belief that painters can be seen as a positive reflection of a particular milieum. the vital and prosperous meat-packing center was not a which the tension between modernism and regionalism was alserious cultural contender. In 1912, when Harriet Mon-ways present. The often boisterous, sometimes popular quality

> "Thinking Modern: Painting in Chicrago 1910-1940" will be at the Mary and Leigh Black Gallery at Northwestern University from January is through Aprils. The test above is by Susan Weininger, director of the art division of the department of Vasan and performing arts at Rousevelt University and curatar of the exhibition. It is excepted from the exhibition's sallery wide. tlan's gallery guide.

The Most Important Part of Your New Information System

Service

You have decided to upgrade your campus formation management system. Now you and your colleagues are sorting out departmental needs, 4GL tools, networking options. antication vendors. hardware manufacturers. operating systems, and more, It's easy to get lost in the information system

Consider-what's most important in making your new information system successful? People: yours and ours. Client Services. people comprise Ouodata's largest department. They understand your envirenment because they were there, in educational administration. These are the people who train, install, tailor, und provide on-going support.

Let's face it: computer oftware is pretty similar. This one does a little more here, that one does a little more there. People muke the difference. Ours have been making people like yours successful for 20

Call us for a few nomes of the over 100 clients using Quodata systems. Hear for yourself about our fine service....the most important component of your new information



One Union Place Hartford, CT 06103 (203) 728-6777



NEW COMPUTER SOFTWARE

Continued From Preceding Page for Next. Lets developers create for Next. Lets developers create furphiscul affractured-query-language (501) date-buse applications; ullows users to substitute any field value in squ. sustements and ulter und add other parameters as will; includes sustammic reporting \$39%. Consteat: Professional Subvarer Lut., 599 North Avenue, 394 North Avenue, 199 North A

Programming, "Pascul Genie," for Ap-ple Macintosh, Teaches students in in-

Programming. "Paced Genie." for Apple Mincitions.1 Teacher students in inpile Mincitions.2 Teacher students in inpile Mincitions.2 Teacher students in inStudents.2 Teacher students.2 Te

OPTICAL DISKS

Bolashnology data basas. "Blotech-netony Citulian Index." for Choxus Index of Choxus Index of Choxus Index need with naw re and congust-bles. Contains no findex with citation and ni-tractals to 250 journals in his-technology, including basic research in near-like, molecular biology, and mi-crobiology, and upplications in medi-vironment; includes selected articles from 7,000 additional journals; \$1,900 for 1991 index \$2,595 for 1991 on 1992 indexes; urdated bimonthly;

oith.

Chamblary data bassa, "Chemistry Cittion Index," for CD-Bow Players tool with any re end compatible. Comisin's an index with clustons and the key disciplines of organic, ineramic, physical, and snelytical chemistry, and selected microles from 7,000 additional journals: \$1,950 for 1991 index; and selected microlines of organic flower of the first organization o

invitonmental solence. "Our Environ-ment," for videodisk players used with Apple MecIntosh. Contains II,000 still color images from the col-lections of Oreenpeace, UNESCO, Unit-cel Nations Environment Program, Worldwide Fund for Nature, World Health Oreentzation, and more: in-Workswide Fulla for Nature, World Health Organization, and more; in-cludes explanations of 653 environ-mental concepts and terms, and 16 ninutes of motian pictures with narra-tion; 3395; quantity discounts svail-able. Contact: Optilears Inc., 401 Indi-ann Avenue, Stevens Point, Wis. 54481-0977; (715) 344-6060.

54481-0977; (715) 344-0960, Nauranalance data hassa. "Neuroscience Citation Index," for co-nom players used with tax rc and compatibles. Contains an index with citations and abstracts to 200 journals on the hrain and nervous system, including such topics as neuroanatomy, neurology neurosuspersy, neuros of payobias of payobias of payobias of payobias of payobias. such lopics as neuroanatomy, neurol-loy, neurosurgery, areas of psychia-Ity, and physiological psychology, and selected articles from 7,000 additional journals; SI,950 for 1991 index; S2,995 for 1991 and 1992 indexes; undeted bi-monthly; qua nitly discounts evaliable. Co-grave: Institute for Selentific Infor-nation, 3501 Market Street, Philadet-phia 19104; 18001 336-4474 or (2151 386-0100.

You're even free to seek

The Learning Society **Private Lives**

By Bernard R. Giftord, Ph.D Vice President, Education Apple Computer, Inc.

Last night I stayed up late working on a speech about the "productivity paradox"-why despite the rapid proliferation of computer technology in the last decade, we haven't seen a

dramatic rise in productivity. My family was already asleep when I shut off the computer, so I began the nightly ritual. I doused the lights in each moon, pushed the off button on the CD player, switched on the security system, turned on the telephone answering machine, and set the timer for our morning coffee.

As I listened to the refrigerator's steady hum in the dark kitchen, I thought about how pervasive electric power has become in our lives: We use it to do everything from roasting our potatoes to ridding our teeth of excess plaque. It is hard to luagine that anyone could ever have doubted its utility or its Impact on daily life. But in fact, it took decades for electricity to transform the home. When Thomas Edison liegan falmicating light bulbs in the 1880s, no one imagined how profoundly his invention would penneate American life,

In Electrifying America: Social Meanings of a New Technology, David E. Nye explores this time lag, analyzing the kinds of changes a society must undergo before it can be transformed by technology.

Nye describes how, in the last years of the nineteenth century, entrepreneurs Illuminated store windows, extending the shopping day and drawing awestruck crowds downtown to see the lights. In 1890, the town of Wabash, Indiana, installed four 3,000-candle are lights on its courthouse, and the Wabash Plain Dealer rejoiced: "Men fell on their knees, grouns were uttered at the sight, and many were dumb with untizement."

Electricity was readily accepted as a force that could after public life—the things said and done in floodlit town squares, hotels, theaters, department stores, and clubs. But years passed before electricity was hamessed to transform private lives. The lights went on in public places and mansions in the 1880s, Nye notes, but most houses were not wired until after 1915. And it wasn't just a question of creating an infrastructure stringing wire and retooling homes. We Americans apparently needed years to change our ways of thinking about ourselves and our relationships

It took decades for us to accent the notion that technology might change our habits or widen our choices; that electric lights might give us more illuminated hours in which to read, work, and socialize, or that timesaving machines might liberate women from domestic drudgery.

Even after homeowners accepted the practical advantages of electric lighting, functionality was not their chief concern. "For a generation," Nye tells us, "It remained an expensive novelty, displayed prominently in the most public rooms of the house..." For decades, the most pupular form of domestic electrification was the lights on the Christmas tree.

The electrification of America proceeded slowly but surely, And the computerization of America appears in be maving along in about the same way. After all, as Nye stresses, "Every new technology is a social construction, and the terms of its adoption are culturally determined."

I suspect that in the year 2020, we'll look back and wonder why it took so long for those short-sighted folks of the late twentieth century in move forward on technology. We'll wonder why li took so long to create new kinds of information-based organizations, to build adequate electronic data highways, or to profit from educational technologies.

As in the early days of electrification, Americans have accepted the power of the computer to transform public lives. But we have underestimated its impact on private lives. And the experts haven't done much better. Pioneers such as John von Neumann, who worked on the famnus JOHNNIAC computer at Princeton half a century ago, thought of computers as huge, costly, rare machines that would forever reside in mammoth institutions. In the 1950s, the crystal-ball readers at tBM predicted that the worldwide market for computers would demand only a grand total of ten machines.

Even scientists failed to predict that instead of getting bigger and higger, computers would get smaller and smaller-not to mention cheaper and cheaper. They did not foresee the astonishingly rapid diffusion of personal computers into our homes and schools.

Today, homes and schools are where the most profound and surprising technological developments are likely to occur. As Nye points out, for the typical American "electrification was not an abstract process. but a series of choices." Once we chose to embrace the new technology in our homes, we began to put it to unpredictable uses. For example, we used refingerators not just to store food, but also 'to hide money in fake cabbages, to protect photographic film, to give nylon stockings longer life, to allow pet snakes to hibernate, and to preserve drugs." He concludes that "tools or technologies bought for a certain clearly defined use develop other meanings over itme as part of lived experience."

to homes, schools, and universities all over the nation. Americans are inventing new applications for the personal computer every hour of every day. In the hands of so many inspired, intelligent people, who knows what age-old problems our new technologies might solve.

SOFTWARE

RISK-FREE DISTRIBUTION

Wise-Ware takes the hassle out of distributing your PC-based instructional software program. All you do is fine-tune and submit your program to Wisc-Wore. We take care of the rest-and send you royalties. We test your program, package, promote and distribute it to hundreds of educational institutions across the country.

a commercial distributor while we sell it. Join hundreds of instructional software developers who market their programs through the Wisc-Ware software consortium. Call 800-543-3201 today to learn how Wisc-Ware can take the risk out of selling your instructional software program.



Wisc-Ware University of Wisconsi 1210 W. Dayton Street

ALL 800 - 543 - 3201 FOR A FREE MEMBERSHIP GUIDE



A New York State Senstor, looking to legslize the use of Chemical Mace and other noxious chemical aprays as a defense against assaults, has introduced a bill to permit collegea and universities to ite the spraya to students.

Criminal attacks against students are on the rise and it is time the state beloed them to protect said in a statement.

II hill that would legalize such sprays and around college campuses. Buth Assembly.

An aide to Mr. Marehi said the Senator did not believe that "only criminals should be armed to the teeth." The uide said the Senator realized that there were places in New York beyond college campuses and environs that were unsafe, but that recent Senate hearings had highlighted problems of sexual assaults against women on college campuses. Said the side, "That's a good pince to start."

A group of female college presidents has persuaded Massachusetts Gov. William F. benefits to welfare mothers seeking four-year college

degrees.
The Governor's proposal is part
of the new Massjobs Program, which is designed to remove people from the state's welfare roles by providing them with job training. Under regulations that had been developed, mothers receiving welfare care and transportation benefits only If they were carolled in certain job-training programs, but not if they were enrolled in four-year liberal-sets programs.

The presid ents-from 14 public and private colleges—collect the policy "economically shortsighted," and said the regulations would have "a disproportionate effect upon

Members of the group also met with the Governor to discuss their opposition to the cuts.

Katherine Sloan, president of Greenfield Community College, said Governor Weld had stressed that form and that he agreed with the group's position that e college education keeps people off the welfare roles

A spokesman for the state's Department of Health and Human Services said that after the meeting, Governor Weld and his sulvivere agreed to go back to the drawing board and revisit the regulations

group includes presidents of Community Colleges: Bridgewater State, Emmanuel, Lesley, Pine Manor, Redeliffe, Regis, Salem Colleges; and the University of

-

Government & Politics

Scientists Fear Disease-Specific Lobbying Hinders Equitable Division of U.S. Funds



Columbia's Michael Rosen: "The community dealing with heart disesse has been inadequate in getting its messaga ecross."



Claudo J. M. L'Enfant, director of the heart institute: "The AIDS

By STEPHEN BURD

The National Institutes of Health-under Congressionel orders-will dramatically increase its research spending this year on breast, cervical, and ovarian can-

A major reason for the increase was an intense lobbying campaign waged by women's groups. As one part of the campaign, about 600,000 letters were sent to lowmakers, according to Sharon Green, cofounder of the Breast Cancer Coalition.

Organizers of the lobbying effort say they are proud of the way they generated Congressional support for their cause "You've got to push your issue ahead of the others," says Anne Kasper, coordinator of the Campaign for Women's Health.

She adds: "It is nearly impossible for legislators to put the lasues in some sort of priority order when they are of equal importance. The way your particular issue gets heard and gets paid attention to is by being heard first and being the loudest."

Dividing Funds Rationally

Some scientists, however, say the lobbying campaigns hamper efforts to divide available funde for research programs rationelly. They sey that the women's health campaign was modeled after efforts to win more money for AIDs research, and that they fear the growth in disease-specific lobbying will leave no one looking after the interests of science as a whole.

Says Charles Poulter, a professor of

chemistry at the University of Utuli: "Congress plays disease-of-the-month, shifting funds from agency to agency. It's difficult for lung-term planning under those

governmental relations at the Association of American Medical Colleges, says lobby ing definitely plays a role in determinit how much money various parts of the st budget get each yeur. "It's all part of the media-oriented world we live in," he says.

NiH Institutes' 1992 Budgets and Change From 1991

National Cancer Institute, \$1,989-million, up 16 per cent National Heart, Lung, and Blood Institute, \$1,199-million, up 6.4 per cant

National Institute of Allergy and Infectious Disease, \$971-million, up 7 per cent

National Institute of General Medical Sciences, \$819-million, up 7.8 per cent Vational Institute of Diabetes and Digastive and Kidney Diseases, \$864-million.

Netional Institute of Neurological Disorders and Stroke, \$583-million,

National institute of Child Health and Human Development, \$524-million.

National Institute on Aging, \$387-million, up 21 per cent

National Center for Research Resources, \$315-million, down 6 per cent

National Eye inetitute, \$271-million, up 7.1 per cent

National Institute of Environmental Health Sciences, \$254-million, up 5.4 per cent National Institute of Arthritie and Musculoskeletel and Skin Diseases, \$205-million, up 5.7 per cent

National Institute of Dental Research, \$180-million. up 8.1 per cent Mational Institute of Decinese and Other Communication Disorders, \$150-million

doced Center for Human Genome Research, \$105-million, up 21 per cent forced Center for Human Genome Research, \$45-million, up 12.6 per cent

adding that the most effective lobhying is that which attracts the interest of a Representative or Senator.

Among the lawmakers knuwn to back specific areas uf health research are Sea. Pete V. Domenici, the New Mexico Republican (mental heulth); Sen. Ernest F. Hollings, the South Carolina Democrat Icancer); and Sen. Tom Harkin, the lowa Democrat tdeafness and the el-

Some lawmakers have personal ties to certain issues. Senator Harkin, for examele, has a deef brother. But Congressiumal ides say that lubbying alsu plays a key mle io winning increased support for cer tain kinds of research. Seniur citizens groups, for exomple, have successfully labbied for more research on the elderly.

One Congressional aide, referring to sympkers' recent interest in women's salth research, says: "I have my doubts that they would have done much without

Concern Over 3 Institutes

The problem with that method of setting the research agenda, say some researchers, is evident in looking at the fields fur which there is not a lubby, or nut an active one, particularly in times of tight hudgets

Many scientists are particularly worried shout federal support for three NIII institates; the National Heart, Lung, and Bland Institute: the National Institute of General Medical Sciences; and the Nuticanal Center for Research Resources. Those institutes conduct vital scientific research, they say, but have simply been unable to dram up the popular appeal that discuses like cuncer and AIDS have.

For 1992, the Nutional Institute of General Medical Sciences was one of several institutes that received less from Congress than the President uniginally requested in his budget. Congress voted to increase the budget for medicul-science research by 7.8 per cent. By comparisun, cancer's research budget went up 16 per cent.

The general-medicine institute supports research basic tu the understanding of life processes—an understanding necessary for the eventual development of cures for such diseases os Atos or cancer.

Martha Pine, the institute's executive officer, says she is happy with the increase and is pleased that the President called fur the largest increase in the MIH tu gu to her stitute. The President had asked for an 8,9-per-cent increase for general-medical sciences and a 5.7-per-cent increase for the

Valoable and Vulnerable

Many scientists care less about the President's initial request than about the huttom line provided in the budget, and they are angry about the budget for the insti-

"The general medical-science prugnsm is one of the most valuable at NIII, attacking underlying problems that are busic to those that more disease-related institutes address," seys Paul B. Sigler, a professor of molecular biophysics and biochemistry at Ysle University. "And yet it is one uf the most vulnerable of the institutes tu

Research related to diseases such as cancer, Dr. Sigler says, has a better chance winning funds because "everyone Continued on Page A30 A LEGISLATOR'S CRUSADE

College's Skills Center Gives Unemployed Portland Residents a Chance to Work - at Restoring Impoverished Neighborhoods

By PETER MONAGHAN

PORTLAND, ORE. In an impoverished northeost section of this city, where houses are continually bourded up, renovations are taking place. Students and instructors from the North/Northeast Skills Center of Portland Community College are among those doing the work.

The students are putting into practice the entry-level construction skills that the center provides to chronically unempluyed residents of the neighborhuuds around the college's Cascade cumpus. The aim of the center, which also provides training for office jobs, is to transform the students into confident, skilled, employable people.

'One-Stop Shopping' Concept

The construction project is particularly pleasing to Margaret Carter, a state representative who led the drive to create the center.

Ms. Curter is also o counselor here on the compos and a dynamic community leader who won election to the legisla ture in 1984. She says the center's gos is "to renegotiate the hupe for people, Portland residents like those shove receive ich training from the

Northeast Skills Center while working on neighborhood rend

and then try to instill in them attitudes and behaviors that are consistent with the market place."

"That's very hard," she adds, "because they don't rently believe it the m-

selves yet, they've been out of the work force so lung."

The center is based on a "one-stop concept: It houses under Continued on Page A32

Alexander Appointee Wrote Articles Supporting David Duke

By SCOTT JASCHIK

WASHINGTON Officials at the Education Department are reportedly embarrassed by two newspaper columns supportive of David Duke, the former Ku Klux Klun leader, written by a man appainted to a government past hy Secretury Luniur Alexander.

The columns were written in Nuvember by Julin C. Hirsehfeld, whum Mr. Alexander named in October to the National Advisnry Committee on Accreditation and Institutional Eligibility.

Mr. Hirschfeld is president and chief executive officer of The Champaign-Urbana News-Gazette, which published the columns. In one, he criticized those who said they could not support Mr. Dake because of his ties tu the Ku Klux Klan.

"Membership in the Klon, as despieable ns it muy he, is really only a subterfuge fur liberal opposition to David Duke. Whot terrifles the liberols is not the Kinn, but the message Duke is carrying," he wrote.

umns, said they were concerned about Mr. Hirschfeld's role on the accreditation ponel. Sources in the Education Department, who asked not to be identified, said the meetings, where officials expressed concem that the pieces could create political elems for Secretary Alexander

Federal Judge Says Scope of Animal-Welfare Laws Must Not Exclude Protection of Rats, Mice, Birds

A federal judge has ruled that rats, mice. and birds must be covered by the same welfere legislation that applies to other animals used in research. U.S. District Judge

Charles R. Richey called the Agriculture Department's 20-year pulicy of exempting rats, mice, and hirds from the legislation "srbitrary and capricious." Some research officials, saying that sci-

entists already treat research animals humonely, predicted that the ruling would have little effect un colleges. But onimalnights activists said that mony research animais are mistreated and the ruling would push the federal government to protect more of them.

The ruling involves the Animal Welfare

Some college officiols, told of the colcolumns had been discussed at senior staff

That is because the ndvisory committee

Acl, which Congress passed in 1971. In setting regulations to carry out the legislo-tion, the Agriculture Department excluded rats, mice, and birds, contending that Congress allowed the department to determine the meaning of the term "animal."

Dogs, Cats, and Primates

Hence, while the Agriculture Deportment set regulations as lo how dogs, cats, and primates were to be treated and housed in research facilities, it decided not to consider rats, mice, and birds "animals," arguing that adding them to the regulations would be too costly and time con-

Judge Richey said in his decision: "The Cantinued on Page A30

currently is involved in a contraversy uver whether accrediting groups should examinc colleges' records on recruiting minority students and faculty members. In addition, the officials soid Mr. Alexander did not want to anger White House officials, who have been critical of Mr. Duke and his sup-

'A Real Embarrasament'

One source sald: "Clearly this is seen as a real embarrassment, and they wont tu find a way to neutralize it."

The source said that officiols were discussing alternatives for dealing with the situation, ranging from ignoring it to asking Mr. Hirschfeld to resign.

Etto Fielek, the Education Department spokeswoman, said that she had seen the columns, but that there had not been a meeting to discuss them.

"There has been no formal, high-level discussion of even possibly removing him." she soid.

She added: "As far es Lomar [Alexander] is concerned, he would disagree with the premises of the columns, but neknowledge his right to say it."

The first culumn criticized President Bush for "abandoning" Mr. Duke during his campaign to become Guvernor of Louisiana. Mr. Hirschfeld wrote: "Duke's message is appealing, even if Duke is not," and eited Mr. Duke's opposition to higher taxes, illegal immigration, and crime. Mr. Hirschfeld wrote that Mr. Duke has "touched the pulse of this country" with his positions on those issues.

Mr. Hirschfeld also wrote: "David Duke Continued on Page A30

WASHINGTON UPDATE

- New U.S. official prods colleges on their role in school reform
- Japan agreee to conelder how it can aid eupercollider project
- Saille Mae firea eight employees for faleifying loan recorde
- Bush expected to seek increased funds for Pentagon research
- Congreee asked to bar funds for federal workers in fraud suits

The new ton higher-education official at the Education Department last week called on colleges to play a larger part in school reform and to improve their own academic standards.

Carolynn Reid-Wallace, Assistant Secretary for postsecondary education, told a meeting of the Association of College and University Offices that it was "no longer sufficient for colleges and universities to bemoon the quality of student entering their doors while insisting the problem is someone else's."

Ms. Reid-Wallace, a former vice-chancellor of the City University of New York, cited the great demand for remedial courses on from an investigation that begin college ennipuses and said institutions could belo solve the problem by helping schools develop more igorous standards.

Ms. Reid-Wallace, who is black, said a tougher curriculum would be crepancies." especially important for disadvantaged minority students who represent a large proportion of those taking remedial courses on many compuses. "We are afraid, however, to speak to that issue because the inerence to be drawn from that nercention is that minorities are somehow stupid or in some way inferior in intellect," she said. "That's nonsense."

"What prepares the minority student-and indeed any student for college are high expectations uns could be financially responsi-

After initially rebuffing U.S. requests for help in building the Superconducting Supercol-lider, Japanese officials have agreed to establish a joint committee to determine how Japan can aid the \$8.25-billion con-

At a meeting last week, Japanese Prime Minister Kijchi Mivazowa told President Bush that he hoped that the committee, which would be composed of U.S. and Japanese officials, would be able to reach an accord by the end of this year no Japan'a participation in the highenergy physics project.

An official at the Universities Research Association, which is managing the supercollider construction for the Denartment of Energy, said he was encouraged by Miyazawa's statements. He said the committee would probably decide what type of equipment lapan could contribute to the construction effort II S officials have asked Japan for more than \$1-billlon in either cash or equipment to complete the 54-mile long, ovalhaped accelerator near Dallas.

-KIM A. MCDONALO

The nation's largest bolder of federally guaranteed atudent loans said last week that it had

fired eight employees of a sub- sgencies could decide to focus aidiery company for falsifying most of any increase on applied reloan records.

basic research.

year remains intense.

The Department of Justice

Captoring the

Scholarship in Teaching

The Teaching Portfolia: Capturing the Scholarship in Teaching usell Edgerton, Pat Butchings, Kathleen Q

The Student Loan Morketing Association, which is known as Sullie Mse, buys lonns from banks so that they have funds to make new loans. Its subsidiary, University Loan Services of Cambridge. Mass., keeps track of repayment records and performs other bookkeeping tasks on loans held by Sulbe Muc and other clients.

Sullie Mue said in a statement that senior managers were among those fired at ous, which has fewer than 100 employees. The statement said the dismissals had resulted last month after the Massachusetts Higher Education Assistance Corporation refused to pay a default clnim on a loan owned by Sallie Mae because of "document dis-

In the guaranteed-student-laan programs, holders of loans receive ments from guarantec agencies if borrowers default. The guarantec agencies, in turn, are reimbursed by the federal government

The statement from Sallle Mac sold the company had notified the Education Department and the U.S. Attorney's office in Boston of the possible improprieties at

Sallie Mae and other clients of blo for defaulted loans they have aubmitted to gunmatce agencies if the agencies or the federal govern-

fedenti rules for handling the loans. Sallie Mae said it had received \$20-million in the last four years for defaulted loons that use had hondled. Sallie Mae said the company was currently responsible for ar additional \$70-million worth of Sal-

However, that does not mean an

to end the ability of a federal employee to collect any of the money the government recovers as a result of lawsuits filed by the employee that allege that mment has been de-

The issue relates to the controversy nt Stanford University over improper charges for the overhead costs of research. Paul L. L. Hiddle, the administrative contract officer at Stanford University for the Office of Naval Research, has sued Stanford alleging that the universisearch, or on the earliest store of tweommitted found against the govweapons development, rather thun ernment. Mr. Biddle's curlier estitrest each orea the same or favor mutes that the government had overpoid Stanford for overhead by as much as hundreds of millions of for the Defense Department for dollars provided much of the impofiscal 1993 is not yet final, and the tills for federal investigations competition within the Defense there.

Department for money for next Rep. Don Edwards, a California Democrat and a graduate of Stanford, said the Justice Department had written a letter asking the House Judiciury Committee to consider changing the law so that has reportedly asked Congress federal employees sning on hehalf

Interest in the teaching portfolio is on the rise

of the government would no longe he while to claim up to 30 per center any money the government of

The department argued that fed. eral workers had an obligation to report any fraudulent use of feder money us u part of their jobs, Con gressman Edwards said.

Mr. Edwards udded that he had asked the Navy to transfer Mr Biddle to a different position be cause he has a "very clear confe of interest" if he continues admin istering contracts at Stanford, gir en the amount of money he code win in the Inwester

Stunford has made a similar n

Mr. Biddle said he could not comment even on whether he had filed a lawsuit, because of secre requirements in such cases Ret lawyer has argued in the past that if his client had sued, he would no have a conflict of interest if t stayed on in his current job, The Defense Deportment has not ye decided whether to reassign Mr

Seeking New Agenda, Black-College Presidents Plan 'Summit' Meeting

Continued From Page Al kge presidents calling the Ameri-can Council on Education racist. Many presidents of black colleges have dissociated themselves from

Oswald P. Bronson, Sr., the charmen of the NAFEO board and president of Bethune-Cookman Callege, said he had no problem with the plan for the meeting.

"I'm not going to get into NAFEO bashing," Mr. Bronson said. "NAFEO does provide a platform for various views to be heard, but endently that platform is not seen as adequate so other approaches should be taken."

Series of Committees

Mr. Albright said that tentntive plans for the summit involved the reation of a series of committees that would analyze various issues affecting black colleges and develon strategies for dealing with those s. Some of those committees might finish their work quickly, he said, while others might operate for

While no comprehensive list of issues has been catablished, Mr. Albright and other organizers cited efollowing topics on which black olleges might seek a united posi-

s Student sid, Mr. Albright sold blick colleges should "be much nore aggressive" on the proposul tomake Pell Grants an entitlement, meaning that Congress would have to provide funda for ull qualified students. "We really have to dig our heels in on this one." he said. s Accreditation. Black colleges should support the idea of necrediting groups' evaluating colleges ds on recruiting minority studeals and faculty menthers. Mr. Albright said, but they should oppose measures that would penalize colleges with small endowments.

a Desegregation. Several of the organizers said black colleges eeded to determine a strategy for dealing with the outcome of the

"We need to get people to look at our institutions

as models for educating minority and non-minority students."

Mississippi desegregation case be-fere the U.S. Supreme Court issies a ruling later this year.

a Black faculty members. Mr.

emphries of Florids A&M suid black colleges should take a leading role in promoting a national plan to attract more black students to graduate school and faculty potillons, "We have got to set a tourse of action where all of us tere to take responsibility," he

School reform. Ms. Scott of nnett College said that black coliges, because of their experience educating students who come from impoverished communities, should play a more central part in clients to improve elementary and secondary schools, "We need to



Frederick Humphries of Florida A&M: The colleges must attract more black students and faculty.

get people to look at our institu-

tions as models for educating mi-

tions to a small number of institua International education Sev-

nority and non-minority students," eral presidents said the colleges needed to be more creative in intera Fund raising. Several college presidents said they wanted to disnational education, moving beyond exchange programs with a few inenss ways to attract more money to stitutions to more contorchensive black institutions, and to avoid having foundations or corporations funnel their black-college contribu-

Norman C. Francis, president of relationships with other countries. College officials said the under-Xavier University of Louisinna,

said: "It's obvious that there are a number of issues facing Africon-Americans, from pre-school to graduate school, and figure out how to address them."

Ms. Scott said it was appropriate for the meeting to be held outside of the auspices of NAFEO. As to that organization, she said, "I'm not really sure what they're do-

A Washington lobbyist for black colleges said he also thought it was important for the meeting to be held without sponsorship from NAFEO. "If organizations do the sponsoring, then certain people have to get featured positions, said the lobbyist, who asked not to be identified, "And sometimes those people don't reslly have any-

Not a Rival Group

Some of the presidents who are working on the summit, however, stressed that they were acting not . to creute a rival organization to NAFEO, but to insure that issues they consider to be important are e the need for black colleges to set Said Mr. Johnson of Talladeen an agenda rather than just respond

College: "This is not just to focus on NAFEO, because if I thought it was, I wouldn't participate. This is to bring people together to look at policies impacting on black colleges, and to do something about -SCOTT IASCHIE



Semuel L. Myers of NAFEO: His leadership has been questioned since he accused the ACE of racism.

to one, "We need to be more asser-

tive," sald Ms. Scott. "I think the

presidento have a moral responsi-

FACT FILE: Top 100 Institutions in Total Research-and-Development Spending, Fiscal 1990

	U.S. funds for recentch & development		Yotal funds for respond @ development			U.S. funds for research & development		Tetaj funda for research & developme	
	Amount	Rank	Amount	Rank		Ameuni	Rank	Ameuni	Rank
Johns Hopkine U. *	\$588 851 000	1	\$688,915,000	1 1	U. of Messechusette	\$55,018,000	56	\$101,812,000	52
Mussaciarsolla instituto of Technology	033 043 000	3	311.757.000	2	Carnogle Mellon U	64,550,000	45	100,201,000	53
Mussaciarsolla instituto of technology	233,013,000	6	310,678,000	3 1	U. of Virginte	58.801.000	52	96.815.000	54
U. of Michigan	180,456,000			4 1	U. of Miemi	88,144,000	39	94,344,000	55
II of Wisconsin, Marliton	178,862,000	7	308,841,000	6					
Stanford U	261,446,000	2	305,700,000	۰ ۱	Case Western Reserve U	70,515,000	38	93,384,000	56
Cornell U	171 249 000	9	300.144.000	5	Princeton U	51,559,000	62	91,514,000	57
Comell U	442 040 000	14	292,048,000	7	U. of Texas Anderson Center Center	26,889,000	94	91,283,000	58
U. of Minnesuln	143,010,000	27	272,800,000	ė l	Oregon State U	50,544,000	84	90,680,000	58
70x86 A&M U	93,001,000	15	258,926,000	8	Indiana U	57.155.000	55	89,191,000	60
Ponnsylvanio State U	138,850,000	10	245.798.000	10	at the b	E0 207 000	48	BO 049 000	51
U. of California, Los Angoles	104,442,000	10	240.196,000	10	U. of Utah	52,297,000		89,018,000	82
		4	245,313,000	11	Utsh Stete U	58,965,000	51	86,450,000	82
U of Woshington	203,303,000	6	238.278.000	12	U. of Texes Southwestern Medical				
U. of Colliornia, Son Flancisco	175,257,000	5	237.032.000	13	Center Oolise	54,965,000	58	85,919,000	63
U of Celifornie, Son Ologo	182,566,000			14	U. of Illinois, Chicago	43,988,000	88	85,268,000	84
II of Collingate Starkeley	. 131.717.000	17	231,081,000		U. of Missouri, Columbia	24,422,000	104	64,311,000	85
U. of Texas, Austin	109,693,000	21	228,203,000	15		65.086.000	43	83.988.000	66
		19	227,742,000	16	Yeshiva U				87
U. of Illinote, Urbano-Chompoign	. 117,170,000	12	220,812,000	17	U. ol Merylend, Battimore	36,841,000	77	83,889,000	
Hervard U	154,090,000			18	Emory U	52,387,000	51	B2,774,000	88
U of Celifornia, Davia	. 77,424.000	35	198,075,000	19	State U. of New York, Stony Brook .	85,811,000	57	82,235,000	69
If of Aurono	. 92,920.000	28	195,533,000		U. of California, Irvina	52,492,000	50	78,074,000	70
U. ol Pennsylvenia	. 133,747.000	15	189,390,000	20		22.888.000	106	77.598.000	71
		11	182,769,000	21	U. ol Nebraska, Lincoln				
Columbia U	158,270,000		180,706,000	22	U. of Hewall, Manoe	42,885,000	74	76,525,000	72
Vale II	. 144,982,000	13			U. of South Florida	30,481,000	87	78,404,000	73
Oble Ciete II	. 78,878,000	34	178,569,000	23	Rockefeller U		80	75,245,000	74
U. of Southern Catilomia	. 123,714,000	18	169,102,000	24	Vandarbili U	58,747,000	41	75,062,000	78
Georgio Institute of Technology	. 94,842,000	28	188,193,000	25	U. of Kentucky	29.812.000	90	74.859.000	76
			166,022,000	25	U. of Kentucky	44,888,000	68	74,461,000	77
U. of Meryland, College Perk	. 65,410,000	42		27	U. of Cincinnell	50.744.000		73,967,000	78
II of Georgia	. 43,864,000	70	155,742,000	28	Colorado State U				
Baylor College of Medicine	. 75,793,000	36	155,122,000		Boston U	50,459,000	50	73,655,000	79
U. of Colorado	. 115,394,000	20	154,723,000	28	Woods Hole Oceanographic Institute	62,356,000	47	71,747,000	80
Washington U.	. 105,759,000	23	151,249,000	30	New Mexico State U	54.688.000	59	71.288.000	81
			140,705,000	31	Weshington State U.				
Duke U	. 105,053,000			32					83
U ol Florido	. 64,514,000	44	139,878,000		Auborn U				
Ruigere U	. 40,977,000	75	137,988,000		Clemson U				84
Louisiona State U	45,802,000	- 55			Okishoms State U	17,744,000	119	65,885,000	86
Northwestern U.	81,812,000	49	131,979,000	35	LL of Aleeka, Fairbanka	31,896,000	85	55.571.000	86
			131,133,000	36	U. of Medicine and Dantistry	32,000,000		00,011,000	
North Caroline State U	. 43,787,000				of New Jersey	33,185,000	83	84,228,000	87
		45			City U. of New York Mount Sinal	39,100,000	03	84,228,000	01
U. of Rochester	, 100,044,000	24				43,607,000	72	53.752.000	88
Michigen State U.					School of Medicine				
U of Tennessee System	. 58,648,000	63	126,790,000	40	Florida Stele U	. 32,927,000			
			400 449 000	41	Virginie Commonwealth U	. 41,605,000	75	62,730,000	90
U of North Carolina, Chapel Hill	92,468,000				Waves State U	28,488,000	95	62,455,000	81
Virginie Polytechnic Inst. and State U	45,949,000	57			U. of Kansas				
U of Chicago			117,955,000		U. of California, Senta Barbara				
U of Pritabulgh	90,700,000	30			U. Ol Celifornie, Senta Berbora	26.590.000			
U OI PATCLOUIGN			115,945,000	45	Arizone State U				
lowe State U			115.775.000	45	U. ol Oklahome	. 16,871,000	123	58,545,000	9:
U. of town	. 79,045,000				Missiealppi State U	. 21,426,000	110	58,492,000	96
U. of Connecticut	43,477,000	73			U. of New Mexico				
U. OI CONNECTION		37	110,603,000		Tulene U				
U. of Alabama, Birmingham) 40		49	U. of Celifornia, Riversida				
State U. of New York, Buffelo					Georgetown U.				
New York U.		31	105,730,000	51	I deorgetown U		,	2 00,007,000	100
Catriornia institute of Technology	. 30,071,000				Stantages the Applied Diverton Caborstory will	\$408 million to fe	Marrelly B	nanced sessanch as	1.doubles

and rigorous standards." --- THOMAS J. OLLOWOHRY

lie Mae's loans. In an unrelated development

Sallie Mae announced last week that a federal judge had dismissed a 1990 Inwauit in which two former employees had charged the compnny with wrongdoing at its law rence, Kan., servicing center.

The President's 1993 budget proposal will probably include increased spending—at least to match inflation—for the part of the Pentagon budget that sup-ports basic and applied re-search and the earliest stage of

Fred E. Saalfeld, director of the Office of Naval Research, said the central office of the Department of Defense had directed military agencies to plan for zero to 2-percent real growth in those areas which are called science and tech nology programs.

automatic Inflationary Increase for basic research. Individusi military

Campuses that value teaching and want to improve it need better way to document what effective teacher

—and for good reason.

do. The teaching portfolio can provide more authentic evidence of grand teaching; promote collegist discussion of teaching and learning prompt more reflective practice and help make teaching a more educed, scholarly activity.

If these are benefits your campus is after, AAHE's new monograph can help. In it you'll find:

· a rationale for the use of teaching

portfolio attention to issues of

design and use · summaries of current campus practice, with names and addresses for further information

e a bibliography

 cight sample entries developed by faculty in a variety of disciplines and institutional contexts

The Teaching Portfolio (72 pp.) is 11295 from the AAUF Teaching Initiative, a special project of the American Association for higher ducation. Order from AAILE Publications De Line Dupont Circle, Suite 600, Washington, D 20036-11 IU. Bulk discounts are av Fourth-, lass postage and handling are included allow four to all weeks for delivery. Order under \$50 must be prepaid, orders of \$50 m more must be accompanied by payment of



Education Dept. Report Recommends Recognition for Middle States Group

By SCOTT JASCHIK

WASHINGTON The Education Department apncurs rendy to declare a cease-fire in its hattle with the Middle States Association of Colleges and Schools over the group's use of

An Education Department report obtained by The Chronicle ommendations were made with resays that Middle States has now made enough changes in its nolicies to "satisfy the concerns" Education Secretary Lamar Alex- comment on the report last week. ander expressed when he held up recognition of the association last

Under its diversity standards, Middle States accrediting teams evaluated enlicges' records in recruiting and retaining minority stu elents and faculty members. But in December its members voted to make the standards optional by allowing colleges to define for themselves how diversity should be used in evaluations. Critics, in- Continued From Page A27 cluding Mr. Alexander, had contended that rigid diversity standards could force colleges to adopt

port will be reviewed next month by the Secretary's advisory committee on accreditation. It will then make a recommendation to Mr. Alexander on whether to continue the department's recognition of Mid-

Such recognition is crucial to accrediting groups, because students can participate in federal nid programs only if they attend colleges Middle States is the main agency unked everyone to turn the other for colleges in Delaware, the District of Columbia, Maryland, New Reformation and salvatian are pos-Jersey, New York, and Pennaylva-

Praise for Changes

The Education Department report recommenda that Middle States be recognized for three years. The maximum time for recognition in five years, but before Middle States made changes in its policies, the department was pushing for a renewal of only one year, ty standarda not be used to deny using the isaues Mr. Duke has disaccreditation to any college or uni-

exclusion affirmatively communi-cates that regulated industries need

not consider their treatment of

these animala and will never be

held in violation of the Animal Wel-

fare Act regardless of whether

these animals are denied food wa-

subjected to excruciating and unre-

Argumenta Called Irrelevant

ter, appropriate housing, or are

Judge Richey said the Agricul-

ture Department's argumenta

about increased time and costli-

ness were irrelevant, "The agency

focused on issues of availability of

resources and personnel when it

should have focused on whether

birds, rats and mice are used for

Continued From Page A27

changes Middle States has adopted, it also says that it "remains to be seen" how those changes will be carried out

For that reason, the report recommends that Middle States be required to file a report each year discussing all cases in which adverse comments, findings, or recspect to diversity and equity is-

Middle States had no official 'Negative and Suspicious Tone'

But Patricia A. McGuire, the Middle States Commission on probably appropriate.

She added, hawever, that she saw no reason for the requirement that Middle States file reports on its use of diversity standards. "I cantinue to be concerned by a persistently negative and suspicious neither helpful nar constructive." Ms. McGuire said.

Higher Education, said she was pleased with the recommendation

hat Middle States have its recogni-

tion renewed for three years.

Stephen H. Balch, president of the National Association of Scholars, said he was pleased with the requirement that Middle States file reports. Mr. Balch's group strongapposed the Middle States diversity standards.

There is still ambiguity in how Middle States will apply diversity president of Trinity College in standards," Mr. Buich said, "so Washington, and a member of the this kind of gunrded recagnition is

has to do with education," Mr.

'Grave Concerns' Expressed

Same college officials said they

were concerned that Mr. Hirsch-

feld was on the accrediting com-

mittee, particularly nt a time when

it was evaluating what accrediting

groups cauld da to encaurage in-

creased recruitment of minority

Josephine Davis, president of

York College of the City Universi-

ty of New York, said: "We need to

monitor what comes out of that

committee, with these views in

Xavier University of Louisiann,

with what we know the reslity to be

with respect to David Duke, then it

wauld raise grave concerns about

haw much reality would be brought

to the important issues of accredi-

Mr. Francis added that he did

not believe people could support

Mr. Duke's message and not Mr.

Duke. "In this case, the messenger

is part and parcel of the message."

treated in research Isboratories.

researchers and the animal-care

adequate food, water, veterinary

care, and this just did not happen,

to the Agriculture Department for

treated these animals while they

The Animal Legal Defense Fund

week's ruling. Department officials

-STEPHEN BURO

were alive," she said,

ruling would be appealed.

students and faculty members.

Hirschfeld said.

Education Dept. Appointee Wrote Columns Supporting David Duke

ways. He should be entitled to at on the Education Department panleast the benefit of the doubt on el. "I write a lot of controversial that issue. Liberals gave that ta Joe columns, and I don't see what that Biden; Ted Kennedy has received it thrice over, and probably will when he needs it again."

In the second column Mr Hirschfeld responded to criticism of the first. He wrote that he was surprised that many of those who were angered by the first column "professed to be Christians."

'Why Not David Duke?'

Wrote Mr. Hirschfeld: "As I accredited by recognized agencies. read the New Testament, Christ cheek and forgive ane's enemies. aible for everyone: St. Paul went from a Christian antagonist to one of the great apostles. What about Mary Magdalene, St. Augustine. the thief on the cross? So why not

In an interview last week, Mr. Hirschfeld said that his main reason for writing the columns had not been to support Mr. Duke, a Re-publican candidate for President. but to air his concern that other with the condition that the diversi- Republican candidates were not

He said no one fram the Educa-While the report praises the tion Department had contacted he said. Judge Says Animal-Welfare Laws Must Protect Rats, Mice, Birds

within the protection of the act,"

president of the National Associa-

that although rats, mice, and birds

make up 90 per cent of the animals

substantial rise in costs for univer-

Health Service regulations that

Animal Legal Defense Fund, said

that there are many examples of

"In substance these regulations

govern the use of these animals.

purposes which allow them to fall rats, mice, and birds being mis-

sity research facilities because the number of animals they used

they already ablde by Public and killed, or the way in which they

are very similar to those of the De-

partment of Agriculture," Ma. in 1990, setting the stage for last

Valerie Stanley, a lawyer for the said they did not know whether the

Lobbying Efforts for Specific Callsts Called Divisive and Shortsighted took a 6-per-cent hit. Two po-

Continued From Page A27 knows someone suffering from them." He adds: "People have emnathy for the victims of these dis-

In contrast, he says: "There is little empathy far general medical science. Providing the appropriate amount of fimils for the general sciences requires something that the Congress lacks—a thoughtful and balanced approach to funding."

"The grayeranical tends to base its decising on viscerally and canotionally prominent issues," he adds. "This kind of shortsightedness puts the country in a vulnerable pasition, because general medical science is the strongest funding conduit for supporting the infrastructure for busic research and the underlying research on individual diseases like enneer and AIDS."

Big Cuta in 2 Programs

Mr. Poulter of the University of Utah says: "The general public is has publiely disavowed his old didn't think they affected his work not screaming for more money for general medical science because its actual payoff period is not for 10 or

The only institute at the NIII to or reduced below its fiscal 1991 budget level was the National Center for Research Resources, which

NIH Developing Its First Long-Term Plan to Set Priorities for Research Programs

By STEPHEN BURD

For the first time in its 105-year history, the Nutional Institutes of Health is developing a strategic research, molecular medicine, co plan to determine hong-term priorities for its research programs.

Juy Moskowitz, the associate director for science policy and legis-Norman C. Francis, president of lation at the NIII, said the process was important for the agency besaid: "If sameone is as out of toneli cause it would involve setting priorities for all of its institutes.

A strategic plan, he said, would provide a hetter basis for defemling ncrenses in the Ntti hidget than would pointing to chunges in the number of grunts awarded cach year—the standard lobbying tuetic now employed by NIII proponents.

"Public citizens do not understand the importunce of giving out a certain number of grants, but they do understand the need to support an institute that his is o central goal the need to develop vaccines for diseases," he said.

15 'Scientific Opportunities'

"Without the regulations, we Barbsra A. Rich, executive vice-Mr. Moskowitz suid that all previous planning at the NIII had been tion for Biomedical Research, said staff to afford birds, rats, and mice done on an institute-by-institute used in research, there will not be a because they were not accountable

The NIII is expected to issue As a first step for the plun, NIII final report, based un the con officials, along with members of the different Institutes' advisory ments it receives, late in the spring David B. Moore, the assistan rector of governmental relations councils and the chairman's advisory panel, drew up a mission the Association of American Med statement for NIH: "science in purcal Chilicges, said developing suit of knowledge to extend strategic plan was 's positive healthy life and reduce the burdens Step" for the agency. He added, "It is time for the HE of illness and disability. to look at the scientific opportun-ties and get away from this ret

They then outlined 15 "scientific opportunities" that the MIII should narrow focus on grant number that the scientific community has upport over the next decade; aging, basic biology and the environment, blotechnology, chronic and been bogged down in for the ba recurrent illness, the health of

which provides large pieces of a search equipment to be shared by three or more was grantes at a institution; and the Biomedical Research Support Grant, which ger to about 650 institutions that a ceive grants of \$500,000 or more for financing pilot studies, brigg studies that continue research while the grantee is waiting to find out if his or her grant has been renewed, and emergency repairs a renovations to science facilities according to Robert A. Whitney,

grums suffered the biggest care to

Shared Instrument Grant Program

director of the institute. Whilethe Biomedical Research Sappor Grant received \$45-million in 1991 it was allotted only \$5.2-million for liscal 1992. Mr. Myore of the Association American Medical Colleges san the center is one of the most we

nerable parts of the NIII bulget be

cause "it does not have a well-o-

ganized, disease-based, vocal or

stituency fighting for it." Hy says the cuts to the resource center are serious. "The irony the situation is that so much of the basic research at the molecular les el requires big, expensive emis ment such as electron microsco

Caude J. M. L'Enfant, director d the heart institute, agrees that women and minurity-group ma

health core, infant health and ma

rescience and behavior, popu

tion-based studies, prevention,

NIII officials also selected II pt

icy issues to focus on: communic

research infrastructure, scient

The different institutes thense

mitted a list of more than 800 pre-

ects that could result from the

designated scientific and policys

eas. The NIII, according to b

Moskowitz, will eventually pick &

of those proposals as part of it

Strategic plan.
Mr. Moskowitz said the N

would next seek opiniess on the plan from scientists and university

researchers across the country.

several years.

vaccine development.

be heart-disease lobby has not tea as strong as the AIDS lobby. at he says the real difference in te fearcing results from people's hers, the impact of research or offering percentions of the two figures. "The Auss lobby bus tality, international dimensions of leamore convincing and unite ofnive because it is as much a pofical issue as it is a health issue.

eclanism to acquire the equip-

Some scientists who receive

support from the institutes that re-

ited less than the President re-

gested say it is more important to

exelop a stronger lobby than to

ofizines and pharmacology at

Calumbia University, says that the

Surjonal Heart, Lung, and Blood

Issulate, which received a 6.4-per-

cest increase for fiscal 1992, sim-

ny does not get large-enough in-

use is the country's "No. I

Dr. Rosen says he believes that

e unall increases, compared with

hose far cancer and AIDS, are

largely due to an ineffective lobby-

istellart by scientists on behalf o

te institute. "The community

daing with heart disease has been

indequate in getting its message

gross," he says. "When it comes

tive to get investigators to moct

with their Senators, we are not do

R with respect to cardiovascular

esearch are not being mobilized

adequately to get the message

igenough. And people who bene-

designate' Lobbying

esses, considering that heart dis-

Michael Rosen, a professor

decry the system.

ing until after the fact."

complaints from everyone.

for his rescurch."

ned has been pulled out from un-

productive hinbury and develop "AIDS is an infectious discuse." ment, structural biology, and leaids, "Someone gets it because someone else, and that has a bit political repercussions. No one res you heart disease. It's not potions, cost numgement, ethicalis tird. When someone dies of a sues, intramoral research, fator lean attack, it's not in the national preanization of the NIII, long-ten tess. Plus, most people who die of tinancial strategies, peer rever, professional principles of research. an are much younger than those be have heart attacks." The President of the American education, and technology trans

Start Association, W. Virgil own, professor of medicine a mary University, says his lobbyorganization will work harder is year to spread its message. We need a more active lobbying that to get these issues on the

apport for 20% of Proposals Under the current spending limilions, he says, the institute is able support only 20 per cent of the put proposals it receives, "when itused to fund 35 or 40 per cent."

"We need to bring Congressmer the research laboratories and the scientists to see what is Ring on," he says. "Universitie ee going to have to work hurder forming their state Congressional elegations about the role they may in the public health of their region. And we also need to better Mucate the public."

Some university administrators. owever, warn that it may not be tasy to get scientists to lobby here. Susan Henry, denn of the Mellen College of Science at Car-

negie Mcllon University, snys scientists do not enjoy coming out of U.S. Financing of Tuberculosis Research Is Criticized their luboratories and publicazing

their cause. She also says that "it is difficult to explain" the need for Scientists studying a new strain increased financing for busic scienof tuberculosis say the government tific research "because it is often is responding too slowly to their not clear where the research is gorequests for more money to combut the disease.

And while members of Congress The strain, which is trunsmitted say that lobbying may be a logical through air-borne germs spread activity for scientists who believe casily by coughing, has proved to their disciplines don't receive be untreatable by standard Ta therenough money, some inwmukers apies and has become a serious warn that they now hear the same health threat in the nation's inner cities, according to Anthony S. Says Rep. George E. Brown, Jr., Fauci, director of the National Inu Californiu Democrat who is the stitutes of Health Alos office.

chairman of the Science, Space, HIV-infected or AIOS-Stricker and Technology Committee: "Evpeople are particularly at risk heery rescareher wants more money cause the AIOS virus breaks down their immune systems, leaving

their badies unable to fight against opportunistic discuses like TB.

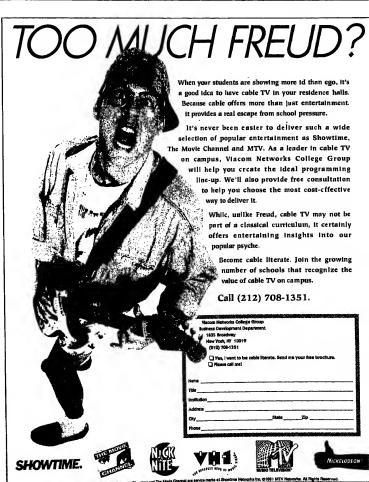
Jerold Roschwalh, director of government relations at the National Association of State Universities and Land-Grant Colleges, says In research should be a top priority. He adds: "It daesn't get very much money because it hasn't been hyped yet, and no one in Hollywood has lost his or her life to it, and it hasn't become the main story on the nightly news."

A Dearth of Researchers

The main problem with federal efforts at Ta research, says Dr. Fauci, is that there are few researchers who have been trained to

study the disease. "The study of Ta had languished, because it was not seen as a serious problem until Alos, when we saw a re-entergence of the disease." The NIII spent only \$1.4-million on Ta research in 1988 and now spends \$5.2-million a year out of the AIOS budget, he says.

David McMurray, a professor of medical microbiology and immunology at Texas A&M University and a recipient of NIH grants to study Ta. says the government should never have out back on Ta research-as it did 25 years ago when scientists thought Ta was controllable. "The time to start taking tuberculosis seriously has long since passed."



Center Puts Unemployed to Work Restoring Portland Neighborhoods

Continued From Page A27 one roaf all the services that those looking for work might need, including the help of state agencies and community organizations. The goal, officints say, is to remave some of the frustratian the unen> ployed experience in trainsing from agency to agency, filling out

The involvement of a college, the center officials add, is itself 28 weeks of skills training and ubtain college credit for it. Through the invalvement of the college, students are able "ta train the mind and the hand at the same time." says Wayne Benson, a former firefighter learning canstruction skills here. The college's interest, offiials add, is in part to entice graduates of the skills program to come hnck to the college for neademic

The skills center opened last year nfter Ms. Carter battled charges of "nork-barrel politics" from many of her Republican counterparts and wan the funds she had

been seeking since 1985. She persuaded the legislature, which is controlled by fellow Demacmts, to from state-lottery revenues. The college committed \$700,000 nnd other funds were promised by the Oregan Department of Feanamic Develapment and Oregon Emplayment Division.

Officials here say Ms. Carter's tirelessness resulted in the center's creation. And that quality is visible in all aspects of her life. In addition to her job at the college and her rale doctorate in educational leadership at Portland State University and directs an a cappella spiritual group.

Humiliating Time an Welfare

Ms. Carter is originally from Shreveport, La. Shc came to Portlund in 1977 with \$100 in her pncket and no place to stay, recently divorced and with five young children. (She now has four more children from a second marriage.) During the next several years, which



in government, she is working on a Margaret Carter: "Nat having the skills meant, no matter how many apportunities became evallable, they wouldn't be hired.

Portland

humiliating periad an welfare, she was tao busy with volunteer work. warked as a teacher's assistant. finished her degree in elementary educatian, and then took a mas- an reform, health care, and ccoter's degree in educational psycholagy at Oregon State Universi-

In 1984, community and business leaders in Northeast Portland recruited her ta run for the legislature. At the time, she had not thought of seeking election-she

Economic Development Commit-Ms. Carter says the skills center is related to her initial goal in public office: fighting the chronic high un-

ily on a platform of education, pris-

nomic development for northcast

She was the first black woman to

become a legislator in this state.

Now in her second term, Ms. Car-

ter heads the House Trade and

not working," she says, "was bemuse they didn't have the skills. And not having the skills meanl, no matter how many opportunities he ame available, they wouldn't be

faced nn additinnul hurden: Tou many members of the public, she says, "truly believe these people

"But you know what people tell mo?" she asks. " 'Margaret, I got tired, after a year, day after day, week after week, going to hock for a job, and people promising but never calling mc bnck." "

Out of Work for Years

up-by going to church and to One construction-skills student here, Maloish Wilson, recalls wrymunity meetings, or simply by ly: "My luck was so bad, I went tu proaching people in the street AcDonald's twice and they didn't done hy the Northeast Workfo Center, one of the skills-co

The 52 students here, says Punlette Hilton-Robinson, the center's director, are generally "the kind of people that unemployment stntistics don't count." Most have been out of work for years. Many are on welfsre, but most of the maje students do not qualify because they do not have children. Some are homeless. Many are also dealing with personal problems caused by

Some students have no work skills at ali, perhaps because they dropped out of high school. Othera, however, have coilege degrees and are trying to change careers after running into dead ends in low-

the National Black Caucus of Su Legislators. She remains driven, she si by the same conviction that me vated her to join the legister ture: "It's just immoral to me see these unemployment our cumstances forced them tu take the maintain themselves at such a high

where they can enter spprey ships, and eventually build a

> Teach for America, a notional effort that recruits students from de nation's campuses and trains them to be teachers, has received its largest grant ever. Philip Motris Companies Inc. last seek awarded the organization a \$3milion challenge grant, which it must match with other gifts from tions and corpurations. The group plans to use the Philip Merris grant to intensify its ecruitment at more than 200 olleges and universities and to anger its training institute. The gant will also support efforts to comple information on the

fires around the cuuntry. Teach for America was founded in 1989 by Wendy Kopp, a graduade audent at Princetun University. To die, the organization has placed nore than 1,000 new teachers in

program and to link by computer its

World College West has decided to act! its 194-acre impus and move to other curiers because of mounting familial problems. The college's Board of Trustees lopes either to move to rented ficilities or to an existing cullege o miversity campus as un uffiliate.

The institution, a small private liberal-arts college with a focus on be the only accredited codlege in the manify to require students to study a son-Western country for one President Douglas G. Trout said

the 18-year-old college had suffered from the recession, a small endowment, and the departure of two presidents in three years. The college has 130 students and fee buildings. The value of the campus, in scenic Marin Cunnty north of San Franciscu, has been appraised at \$7-million, although e market value may he as high as 13-million, Mr. Trout said.

Theological institutions face an average backlog of \$1.9-million each in needed repairs

schools that are members of the Association of Theological Schools nedequate windows, and aliquated boilers and power plants.

on a survey of 67 institutions.

Copies of the report are uvailable for \$25 each for members of APPA or the state of the s

outside promnter, to schedule a basketball game in the college gym between twn groups of rup sturs. 'The event, billed as the first unnual Heavy D and Puff Daddy Celehrity Chnrity Basketball Game, was ad-

vertised by a lucal radio station. Before the game, the event turned into mnyhem. The force of peaple pushing their way toward the Nat Halman Gymnasium broke glass windows and doors. A surge in the crowd sent bodies toppling over onc another in the stairwell outside the evm.

"It lust makes us more As a result, some colleges are planning to change the ways in which their facilities may be used by outside groups for athletticket is sold, until the

ics, comedy shows, rock concerts, and other events. Many colleges rent out their facilities to provide entertainment, make with the band pulls away." money, and raise money for chorities. Other institutions are confident that their current procedures are safe, if not

csusing people to be crushed against each foolproof. Yet mnny college nificials have other and against doors and walls. Some raised questions about who would be held witnesses have estimated the crowd at liable if such a tragedy were to occur on more than 4,000. The gym has a seating capacity of 2,730.

Investigations by City University, the Mayor's office, the city police, and the District Attorney have tned to sort out details leading up to the incident. The investigations are expected to be completed this week, City College officials declined to comment on the incident until the investi-

with their auditoriums, field houses, stadi-

ums, and gymnusiums. Loyolu's Mr. Broderick, for example, plans in propose that the college nnt use "festival scating" far a forthcoming spring concert in Reitz Arena. For past concerts, Loynin has sold nbout 3.000 tickets-1.500 for the senting enpacity of the orena's bleachers and 1,500

more for standing room on its floor. Mr. Broderick hopes officials will approve his plan to put chairs on the floor of the gym for the next concert. That woy, Loyola cnn sell an exoct number of tickets for an exact number of seats. Although Lovola has never had ony problems with controlling crowds at concerts, Mr. Broderick says it's a good idea to go the extra

step for safety. Indeed, three years ago Lovola College decided for liability reasons to stop allowing outside promoters to rent the campus's facilities. Instead, Loyolo controls the sale of tickets, the hiring of security guards, and the promotion of events.

"The nuxiety of dealing with outside promoters" and the fear that if something went wrong, "it would all fall back on us" led to the decision, Mr. Broderick says.

Importance of Existing Procedures

The tragedy at City College hos also made some institutions recognize the importance of procedures they already liave in place. The University of Scranton uses csmpus security guards es well as city police officers and fire merahals for events in its John Long Center.

If asked a month ago, says Robert Lee

Business & Philanthropy



Loyola's Mark C. Brodarick, director of student activities, in the college's Raitz Arena, where the bleachers seat 1,500: "I had chills when I read about City College. That could be sny of us."

Fatal Stampede at New York's City College Prompts Other Institutions to Review Campus-Use Policies

By ItJt.tE I., NICKLIN

A deadly stumpede last month at City College of the City University of New York has prompted officials on other com-puses to ask whether their institutions might be at risk of a similar tragedy.

Nine people were crushed to death and ut Jeust 29 others were injured as a crowd tried to push its way into City Cullege's gymnusium for a celebrity husketball game. Nnw, in the wake of investigations into the tragedy, people are asking who is to blume. Fingers have been pointed at the college, the student group that booked the event, the promoter, and the security

and maintenance of their campus facilities, according to a new

efforts on persuading local care rations to provide stipends for the The total cost of repairing the 202 dents. She is also working to have the works-skills-center model to licated elsewhere. Two satellicated a the United States and Cumuda would be more than \$385-million. the report says. Problems at the schools include water damage. programs bave been financed in the state in other locations in On gon where largely misarity, to reglect of roof maintenance. income populations are struct with double-digit unemployment The report was prepared by
APA: The Association of Higher
Education Pacifities Officers and
the Lifty Endowment. It was based Certer has even been trying it model in South Africa, which is

the theology-school association and \$35 for non-members. Contact APPA Publications, Dept. L. L., P. O. Box 1201, Alexandria, Va. 22313 1201; (703) 684-1446.

Maine System ore furious about a provision in the new state budget that will cut the salaries of more than 150 of the highestpaid university administrators.

The reduction will cut a maximum of 5.5 per cent from the aslaries of administrators who make more than \$50,000 a year. The cuts are part of an amendment designed to reduce a shortfall of more than a \$100-million in the state's budget.

Patricis M. Collins, chnirwoman of the university's Board of Trust- still bsing developed. State offiees, said the reduction amounted to giving the Legislature a line-item veto over the university's operations and that it set s dangerous precedent. "This type of intrusion die-class femilies. threatens academic independence," she said.

Legislators who supported the cuts said they had been compelled to take ection after the board approved a inrge mid-year tuition increase but refused to cut adminis-

Sald State Rep. John J. O'Dea: "It's very hard to generate on ade- the loans, some institutions are quate level of legislative support for public higher education when unusual feature, these very generous raises are bsing handed out."

Mr. O'Dea said the state's financial situation has made it necessary to set spending priorities. He said euts would go to need-based financial-aid programa.

-ROBERT R. SCHMIDT, JR.

A state agency in New York will provide \$45-million for aix erest loans to their students who do not qualify for federal

■ Colorado college'a Army-base courses criticized in Oklahoma Officials of the University of ioan programa because their

STATE NOTES

■ Maine to cut pay of 150 of best-paid university administrators

■ New York to finance low-interest loans at six private colleges

The New York State Dormitory uthority agreed to issue tax-free boads to raise the money at the request of Rensselser Polytechnic Institute and five other Albony-

area institutions. The authority may also issue sn additional \$60-million in bonds for use by other private and public col-

leges in the state at a later date. Detsils on eligibility, pay-back achedules, and Interest rates are ciels said they expected the loons to be especially attractive because New York has cut back on its financial aid for students from mid-

The program is similar to loan programs offsred by other states, but, unlike msny of those programs, the colleges, not the state. will set most of the rules and administer the program.

Also, because the colleges will be receiving a pool of money from the authority from which to make seeking state spprovsl to offer an

Those institutions want to allow familles to barrow the money against the value of their homes, much like a bank does with homeequity loans. In such cases, the interest payments on the low-interest loans would also be deductible for state and federal-income tax purposes. Interest on traditional student loans is not deductible.

-GOLDIE BLUMENSTYK

Oklahoma higher-education officials are making a stir over courses being offered by Pikes | legilimate."

Peak Community College, s Colorado Institution, at the Fort Sill Army base in Oklahoma, The base is oext to Cameron

University, which says its mis-sion is to serve Fort Sill. The Oklnhoma officials, including Chancellor Hans Brisch, sny that Pikes Peak caurses do not meet the state's standards, and that

many Oklshomn institutions would not accept the credits if soldiers chose to continue past the associste's degree. Okiahomn's Board of Regents has authority to approve courses offered in the state. but not those at federal military in-

stallations. Cameron officials say the Pikes Peak courses are not as rigorous as Chimeron's, "Our caurses require stiendance," says Terral McKellips, vice-president for academic

Officials at Pikes Peak say they are mystified by the complaints, and suggest that Oklahoma officials may be fearful of competition with Cameron, a charge the Oklahoms officials deny. Oklahoma officials have not criticized courses

offer by other colleges at the base. Pikes Peak, which is accredited by the North Central Association of Colleges and Schools to provide courses at Fort Sill and seven other non-Colorado sitea, offers some

courses through correspondence. Steve F. Kime, director of a Washington organization that encourages colleges to devslop flexible scheduling that many military bases desire, says such "acrimony" is not unusual when out-ofstate institutions move onto military bases. He says the Pikes Peak programs appear to be "perfectly

reers, is the gaal of the construct tion-skills part of the program, s. Ruger Caoper, an instructor and building contractor. He says the program sins top

beyand traditional skills trains "Any program that simply a the technical aspects a dresses doomed to fullure," he adds.

Government & Polit

Mr. Cooper says the student work, and they need to be physics. ly able to work sil day. So be no unires his students to begin the day here with an scrobics at eight-training program.

So determined is he to see that his students succeed, says lb Cooper, that "I grab the gradus students at seven in the more and put them in a car and take the to a job site." But she did run, and she won hund-

Most of his students have kee their driver's licenses or never let

Good Success in Finding Job

John are available in the bulker trades, he says, and he losts good success in placing studen The projects in northeast Porfe played a lurge part in bringing

these unemployment

numbers maintain

themselves at such

students work us volunteers or

renovations, which are organize

by a community agency, Hore

Ownership n Street at a Time, or

Most students come here on the

recommendation of former \$

dents or of family members. N

Carter, however, still does some

the recruiting, the way she is when the skills center was starting

Most of that work, however,

partners. It also tries to place st

dents in living-wage jobs after the

Now Ms. Carter is focusing in

and few training opportur

plant the seed of her skills-

recently tnured with a grou

troining.

a high level."

to me to see

"It's Just Immoral

employment in this part of the city. "One reasun many people were

Those who missed out, she says.

don't want to work."

abuse suffered in the past. Several

are Vietnam veterans.

paying jobs.
Almost all the students face a major problem: iack of money and a support base. To date, the center has over 40 graduates, but many students have not completed their training because their financial cir-

first job they were offered. Helping students reach a level

aware that we need to be in control from before the first

people are here, until the bus

Outside Promoter Invoived

"I had chills when I read about City College," says Mark C. Broderick, director of student activities at Loyole College in Baltimore, "That could be any of us. It just makes us more aware that we need to be in control from before the first ticket is sold, until the people are here, until the bus with

the band pulls away." At City College, the Evening Student Government worked with Seen Combs, sn entions were completed. The tragedy prompted some colleges to re-evaluate the procedures they follow Sandruck, Scranton's assistant director of student sctivities, he probably wouldn't have realized the advantages of having city Continued on Following Page

New York Tragedy Leads Colleges to Review Policies on Campus Use

Continued From Preceding Page authorities at the events. But based on the incident at City College, Mr. Sundruck says, "it allows the university to get some outside expertisc and advice on what's happening. It's taking some of the liability off the university."

Who is liable when people are killed or injured at u eanipus event organized and operated by several parties is one of the questions emerging from investigations of the City College Incident. To establish liability, investigators are trying to

You can't eliminate all

the risks. It's just a matter of how much risk

you're willing to take and the precautions you take to counter that risk."

about the event beforehand, how closely officials monitored atudent organizers, and to what extent they should have advised students.

Among other detnils, investigators are looking at whether the number of tickets exceeded the number of available seats; whether the number of security gunrds was adequate, and whether the quards acted properly when problems developed. According to news accounts, the promoter had agreed in a contract with the student government to purchase liability insurance-but in fact never did.

ATHERTON FAMILY FOUNDATION 212 Merobaet Street Hosolutu 9661.8 Libraries. For capantics of the library and for acquisitions: \$300,000 to Ha-well Pacific U.

CHARLES S. OULPEPER FOUNDATION

Computers and languages. For a mod-ern-lannunge resource center \$100,000 to Allegheny College (Pa.).

ELLA WEST FREEMAN FOUNDATION Origona 70151.1200

Sustance. For a conter for doctoral studies and research in the school of business: \$1.25-million to Tulene U.

Olvarsity. For e comprehensive plan to enhance the ethnic and cultural diver-alty of the college: \$750,000 to Saiet Mary's College of California.

Feolities. For a dioing hall: \$100,000 to Texas Lutheran Collego.

P.O. Box 2000
Rehway, N.J. 07035-0900
Phe unnesutiest espaomics. For an institute for pharmaceatical ecocomics:
\$300,000 to Fhiladelphia College of

DONALO W. REYNOLDS FOUNDATION P.O. Bos 1359 Fort Gritth, Ark. 72902 Facilities. For a new student-nervice

MERCK COMPANY FORMOTION

Phermeey and Scienco.

imford, Cone. 06901

JAMES IRVINS FOUNDATION One Market Pleza Spear Tower, Gaite 1716 Sen Francisco 94106

M. G. & LILLIE A. JOHNSON

P.O. Box 2289 Viotorin, Tex. 77902

liability" when a campus organizafacilities, says Sheldon E. Steinbach, general counsel for the American Council on Education. "Ineidents like this trigger a much greater and in-depth discussion of

Holding Major Events

Gary M. Pavela, director of judicial programs at the University of Maryland at College Park, says a college would probably be held responsible if something were to go wrong-whether the event was orized by the college or not. 'You ought to call the shots." Mr. Pavela says. "It's your facility, and you are ultimately responsi-

"You're not insuleting yourself from liability by turning it over to the student group or anyone else," he adds. "You're probably actually increasing your liability." Mr. Pavela is the editor of Syathesis: Law and Policy in Higher Education, a magazine that examines legal iasues on campuses.

To avoid the complications of

working with outside promoters. some institutions do not rent their facilities. Other colleges heve hired outside management agencies to organize eventa. George Mason seating capacity of 10,000, puts on major events for the Washington area. It hired Centre Management, a division of a company that owns and manages the Capital Centre, an arena in Landover, Md., toarrange and oversee events. Concerts a the Patriot Center heve included Too many colleges have not "You man to the state of the s

PRIVATE SUPPORT FOR HIGHER EDUCATION

STEELE-RBESE FOUNDATION 0/0 Oavideon, Daweon, end Cirric 330 Mindison Avenue New York 1001.7

Libraries, For collections in the human lites: \$300,000 to Gonzaga U.

Yeaching. For the center for tenching excellence: \$240,000 to Michwestern State U. (Tex.).

Baker University. For scholarships: \$680,000 from the estate of Dorothy Webster. Dentsen University. For an endowed chair for a woman scholar in resi-dence and for scholarships: \$6-mil-lion from the estate of Learn C. Har-ria.

once and be scholarships: 5-only for from he enties of Lann. C. Harfer from he enties of Lann. C. Harfer from he enties of Lann. C. Harfer from he enties and the scholarship of the sch

t Union College. For the endow-1: \$250,000 from the catale of Paul

Committee of the second

H. Resch. Muhierherg College, For en artist-in-

WEST FOUNDATION P.O. Sex 1075 Wichitn Falls, Tex. 76307

Gifts & Bequests

building: \$4-million to U. of Nevada



University's Potriot Center, with a Gary M. Pavele, head of judicial programs at the U. of Merylend at Collaga Perk: "It's your facility, and you are responsible."

Czarda, George Mason's associate vice-president for finnace and pertise in the people and in the cor-poration that makes us feel a defi-

residence promus Si-million from Doroniy and Deuter Obder.

Doroniy and Deuter Obder.

When Work Udo-mally. For the medical Revenue Consolid O. Perdonie and Control of Head, Resistant, and the School of Head, Resistant, and the Control William Management. 3100,000 from Laufart. T. and Karen 100,000 from Laufart. T. and Karen 100,000 from Laufart. T. and Karen Laufart. Spanning Control William Co

prise.
Pardes University. Por manafacturins research: \$750,000 from United Technologies Corporation. United Technologies Corporation. University of Celifornia 4 Santa Bartiera. Por support of proamms: chellenge sit of \$100,000 from Marsarsi C. Mosher.

lesses silved \$100,000 from Maternations of the Confession of Co

elosely with the company. Both hold insurance policies to cover the planning: "There is a level of cx-events, and outside promoters are required to purchase coverage nathorized by Centre Management.

Excitable Crowds

Many colleges and naiversities sny they lank at the history of the hand or entertainer and the crowd it might draw before deciding how much security is needed. Heavymetal or rup concerts require more security, they say, simply because the crowd is more excitable than the crowd that goes to bear an occustic gultarist or juzz singer. In September, Rensselver Poly- und the precautions you the

technic Institute foresuw a possible counter that risk." Markey Charitable Trust Gives \$19-Mill in Grants for Basic Medical Research

The Lucille P. Murkey Churitable Trust has awarded \$19-milliun

in grants to support husic medical research at six Institutions. The grents, which will be distributed over five- and six-year peri-ods, will be used largely by

the institutions to cover rescarchers' salaries, build new Inhoraturies, purchase equipment, and trein graduate students. a Princeton University will re-ceive \$4.5-million, the largest of the grants. In success of the grants of the grants. the grants, to support a structural

cell biology program.

a The Children's Hospitul Medical Center in Cincinnati will recelve \$3.5-million for its center on ble in Lexington, Ky. Her pediatric molecular genetics, a prugram affiliated with the University iributed by 1997-15 years

ncioneti College of Medicine. a The University of Illinois at rbana-Chempaign will be given than \$392-million. \$3-million to establish a rescerch

■ The University of Wisc at Madison will receive State to support studies on the mole basis of virus structure.

The Santa Cruz campu University of California will ceive \$2.5-million to condisearch on ribonucleic scid. The Public Health Rest

Institute in New York City will The Markey Trust was a

lished by the will of Ms. Mark owner of Calumet Farm, a by rected that the entire trust he her death. Since the first gri 1983, the trust has swarded at

Sidolines

Business & Philantic

problem with a concert fer

Authrax, a white keaver Authrax, a white keaver group, and Public Enemy, ak, mp group. Fearing that there is

be clustes among members

undience, campus officials creased the number of top

guards it hired for the event

cruicert, held before 2,800 mg

Hunston Field House, west without a hitch, officials say

groups or events on campea unother option. Goscher Ca

hus kept hard-rock groups of

cumpus "because the admir

tion is a little fearful of getting hard-rock kinds of things."

Frederica S. Benson, Goods director of conference and R

Private colleges like Ge

cun huve auch restrictions,

"A public college that the

to go down that route to me

itself from court liability may

opening itself up to a First An

nient violation," says Mr. Is

of the University of Marykai

Proof Sought From Prom

they allow un outside prome

hold an event on their care

cy. That way, the promo

comes the primary insurant

er, and the institution becau

Some officials say that pro-

ers sometimes try to push soil

to be the primary carrier, so

nuist be firm in insisting

equate policy. Those ins

that don't rent to promotes

the entertainers to have inve

Layala College won't sign

privat that the entertainer has

use to avoid potential pro-

many officials echo the same

risks," soys Serantos's Mr. S

druck. "It's just a matter of

nuch risk you're willing to

Despite the methods of

"You cun't eliminate at

unt am insurance policy.

fying---that the promoterhast

secondury carrier

they require proof that the mo

Muny colleges say that his

public institutions cannot.

facilities

Of course, not allowing one

Although the members of the National Collegiate Athletic Association are not nebeduled to ntil their 1994 annual convention, advocates for women'n sports say they expect the issue to return to the front orner much nooner than that. Many administrators of women's

ports note some positive signs. And they are heartened that the esociation's presidents' sion, in its three-year trategic plan, made gender equity a key focus of the 1994 annual

"I will credit them for saying it's part of the plan," said Chris Voelz, vomes'n nthletics director at the University of Minnesota-Twin Cities and president of the National Association of Collegiate Women's Athletics Administrators. Ms. Voets also entit she was nieused that Richard D. Schultz, the NCAA's executive director, had arreed the ssociation's members in his stateof the association address last week to guarantee sex equity "in all that

The NCAA's research department is rearing completion of u genderequity survey that is expected to provide solid information about the exient to which male and female atbletes receive equitable treatment Many college-sports observers scknowledge that most hig-time sports programs fall short of providing equitable opportunitie and financing to men und women.

Last week, the NCAA's Division I numbers agreed to deluy for a year cathacks in scholarships in all women's sports that were scheduled to take effect in August 1993. They also elected their first female vicepresident, R. Elaine Dreidume sociate athletics director at the University of Dayton.

However, Mr. Voelz and other advocates for women express impatience at the nlow pince of change and say they expect that pressure from outside forces may speed things along. The House Subcummittee on

Commerce, Consumer Protection, and Competitiveness is scheduled to hold the next in its series of bearings next month that will concentrate on sex equity and other financial concerns in college spuris. A survey by the General Accounting Office of race and sex equity in latercollegiate sports progrums is expected to be released at that

"Nobody really wants federal intervention in higher education." said Donna Lopiano, women's athletics director at the University of Texas at Austin. "But if the colleges will not do it on their own, then we'll just have to suffer through federal legislation. After all, nothing would have happened without Title IX originally." Title IX of the Education

Amendments of 1972 bars sex discimination at institutions that tective assistance from the federal

Athletics



Frenels X. Rienzo, Georgetown's athletics director: "The road to academic reform Is going to be covered with the bodies



of New Orleans: "What happens in athletics affects opinion about higher education more then eny single thing.



U. of Misalssippi: "Naadlass to say, all of us are very gratified and happy with the outcome."

NCAA Votes to Raise Academic Standards for College Athletes

Continued From Page Al average as lowns 2.0 if he or she surpasses the NCAA-prescribed minimum scores on stundardized tests.

"This is a very significant step forward toward more nctively communicating to nthictes and parents and schools the kind of work that will prepare student-nthletes to get college degrees," said R. Gerald Turner, climicellor at the University of Mississippi and chairman of the presiilents' commission. "Needless to say, all of us are very gratified and lappy with the

Meinnrics of 1983

Not everyone was so pleased. The debute ou the convention floor evoked mempries of the 1983 engrention, when advocutes for black athletes heatedly argued against the adoption of Proposition 48, the scudenic standards for freshmen that were loughened last week.

As they did in 1983, critics complained that the higher standards would dispropor-tionately affect underprepared athletes, msny of whom are block. "I think the road to academic reform is going to be covered with the bodies of socioeconomically disadvantaged individuals," said Francis X. Rienzo, athleties director at Georgetown University, "The presidents' commission

is leading the way, and those individuals have no way of representing themselves. "But this is a democracy and we had a vote, and the other prevailed," he added. That kind of resignation shows how far Continued on Following Page

Key Reforms Approved by NCAA Members

a Academic etandards for freshmen toughened by requiring incoming athletes in instead of the ourrent 2.0 in 11 core courses, beginning August 1, 1995.

a An Indexing system established that will allow athlates who fall short of the 2.5 grade-point average to again eligibility as freshmen if they score higher then the minimum 700 on the Scholastic Aptitude Test or 17 on the American College Testing Program's atandardized test.

a Setisfectory-progress rules adopted that, for the first time, will require athletee to meet minimum grede-point-average requirements to remain eligible for competition throughout their collegister of rees. Athletes also will be required to complate increasing proportions of their degree program requirements at the start of their third, fourth, and fifth years to be eligible to compete.

a A rule approved that will require loosches in Divisions I and II to get prior written approved from their presidents each year of all sports related outside income

Public Still Lacks Confidence in Athletic Association, Its Director Savs



Richard D. Schultz, NCAA's executive director: "We have to realize that . . . athle departments are not aggressanct when it comes to the budget-cutting process."

By DOUGLAS LEDERMAN

Even though it has adonted significant reforms in the last three years, the National Collegiate Athletic Association has not convinced lawmekers and the public that it

its executive director sald last week. "Even after two conventions of dramatic reform and a demonstrated willingness to change, many people still view us as an organization that cennot effectively desi with its own problems and is unwilling to make the major changes that are necessary to bring about true reform in intercollegiate athletics," Richard D. Sehultz, the direc-

can solve the problems in college sports.

tion address at the NCAA convention. Mr. Schultz largely echoed the themea he had touched on in his two previous annual addresses. His speech was noteworthy primarily for its acknowledgment that the NCAA's "reform movement" and its intensifying public-relations campaign had Continued on Page A37

tor, said in his annual state-of-the-associa-

NCAA Votes to Require Higher Academic Standards for College Athletes

tl.- presidents' commission has come since June 1987, when it called a special cost-enting convention and watched as most of its proposals were soundly rejected or deferred. After more than two years of study and recovery, the commission coutionsly proposed u few minor cutbacks in season lengths at the 1990 convention. They were adopted, although some last-minute orm-twisting was required to hold the line.

A year later, in January 1991, the commission was holder and more organized. It hired a former college president and a former NUAA president to lobby chief executives to support a series of proposals to ent costs and reduce the time demands on athletes. Almost every one of its propused rules changes was passed enth hardly a whimper of opposition, prompting one athletics director to complain of feeling like 'roudkill on the road to reform."

A Turbulent Subject

This year's challenge promised to be greater, focusing as it did on academie issues, which have always been the association's most turbulent subject. But, embold-ened by their success in 1991, the presidents' panel proposed a tough package of rules chapees. In addition to their consultants, Wilford S. Bailey, a retired professor at Auburn University and former NCAA president, and John S. Ryan, formet president of Indiana University, the commission enlisted the aupport of the Knight Commission on Intercolleginte Athletics and top officials of several education Council on Education and the College Board.

Up to the eve of the balloting, the presidents were still tallying the votes in their favor and encouraging opponents to switch to their side. They seemed to relish the political challenge.

'We just have to count and re-

inner-city high schools strapped for cash "#mply have no

meaningful way to respond" to the challenge

from the colleges.

count the votes," David Warren, president of Ohio Weslevan University and an officer of the preaidents' puncl, said the night before the voting began. "We just keep asking the question, the Ed Koch question, 'How we doin'?'

They were doing very well, Once again, virtually all of the legislation was passed. Among other things, iaion I delegatea agreed to:

Raise the minimum gradepoint average requirement of Proposition 48 to 2.5 in 13 core courses. The atandardized-test nortion of Proposition 48-which makes freshman athletes ineligible if they score below 700 on the Scholastic College Teating's standardized test-remains intact. Members of



"We just keep asking tha quantion, the Ed Koch quastion, 'How wa doin'?'

Division II agreed to mise the corecurriculum requirement to 13 from 11, but did not increase the GPA standard.

 Establish an indexing system by which Division I uthletes with averages luwer than 2.0 can carn eligibility. An athlete who scores 900 on the sat or 21 on the act can become cligible with a GPA of 2.0 or better. The rule also allows for gmdations in between.

Require a Division I athlete, by the start of his or her third year ut a college, to fulfill 25 per cent of his or her degree requirements and nchieve a grade-point average equal to 90 per cent of the minimum GPA required for graduation in order to be eligible to compete groups, including the American that year. The requirements would increase to 50 per cent of the requirements and 95 per cent of the required GPA by the start of the fourth year, and 75 per cent and 95 per cent, respectively, by the beginning of the fifth year.

Require all Division I and II eoaches to get prior written npproval from their presidents each year for all income from sources outside the institution, including compensation from manufacturers of nthietic apparel and sneakers.

The most heated debate revolved around the proposals to raise academic standards for freshmen, which were vigorously op-posed by the black-college presidents and representatives of the Big East Conference, which had proposed several measures chalenging the presidents' objectives. Other institutions voting against the tougher standards included Georgia Instituta of Technology, the Ohio State University, and the University of Notre Dame

'A Discriminatory Proposal'

Critics argued that the presidents had ignored existing research showing that raising academic standards would sideline more black athletes than whites and, in turn, diminish minority access to higher education. William De-Lauder, president of Delaware State College, said: "This is clearly

a discriminatory proposal." Opponents of the measure elecchallenged argumants offered by the presidents' commission that increasing college standards would

force high schools to prepare their funtball colleges in Division 1-A iguthletes better for college

Inner-city high schools strapped for eash, said Charles Theokas, will let them hire an additional fullathletics director at Temple Uni- time football couch in place of two versity, "simply have no meaningful way to respond to the chullenge from the culleges.

Research on Proposition 48

The presidents, however, prouced evidence that they said disstandards would bar black athletes from their colleges. They cited rescarch showing that after Proposition 48 was implemented, the pro-

That, the presidents ergued, proved that black athletes who the Southeustern Conference to failed to become eligible under Proposition 48 had been replaced not by white athletes, as the rule's critics feared, but by black athletes who were hetter prepared fur col-

These standards will support educational success and educational opportunity, but opportunity for whum?" said Thomas K. Hearn, Jr., president of Wake For-

"These standards

will support

educational success

and educational

opportunity, but opportunity for whom?"

est and a member of the presidents nel. "Should not these wonderful opportunities to play n spurt und get a college education go tu those students who have demonstrated that they have the capacity to bene-

fit from this opportunity?" Mr. Hearn added: "We surely know the issue is not whether minority young people will be given these scholarships—they will—but whether the scholarships awarded should reflect athletic and acade m-

The critics also said the presidents had put political expediency over academic goals, accusing them of pushing through the academic reforms to appease growing concern among lawmakers and the

Gregory M. O'Brien, chancellor of the University of New Orleans, defended the academic soundness of the proposals and asserted the presidents' need to take seriously the external criticism of college

What happens in intercollegiate athletics affects America's, Congress's, and Mom and Dad's opinion about higher education perhaps more than any other single thing," he said. "That means the presidents have to be involved.

Presidents Lose Round or Two

The presidents' commission dld lose a round or two. Division 1 members rejected a proposal that would have allowed their colleges to give athletically related financial aid to incoming freshman for summer school. And the 106 big-time sic proposals were indeed with

mired the commission's apposition and approved a rules change that part-time coaches, reversing a change made during the reform

sweep at last year's conven-

Despite those failures, some members of the presidents' commission were as heartened by what eredited the aranment that tougher didn't pass as hy what did. After lust year's convention, some sports ufficials vowed to turn back some of the cutbacks adopted there. But several proposals to do portion of Division I athletes who are black actually rose after an inideuts' panel had lobbied intensely tu get the Big East Conference and

conflicted with its academic pr posads. Some of the Big East and drawn and others were voted

Another Step in a Campaign

Leaders of the presidents' pand described what took place here as another step in their eamp titi ii the NCAA iiita what Mr. O'Ba en called "a higher-education association dealing with college

Mississippi's Mr. Turner espamled on that: "The NCAA neels to act like any other important higher-education organization which means it should be run by presidents and implemented by the rest of the membership. Presidents have been slow in coming to this. but everything that's happened in the last 15 years underscores the necessity of what happened here withdraw proposals that it believed today."

Coming February 19

A SPECIAL PULL-OUT SUPPLEMENT

Events in Academe

Spring-Summer 1992

You'll want to save this extraordinarily useful compendium of meetings, conferences, seminars, and other noteworthy events in higher education this coming spring and summer. It will feature listings by subject, sponsoring organizations, and dates, with names, addresses, and phone numbers of the people to call upon for detailed information and application forms.



Be sure to reserve advertising space.

To call extra attention to the events you sponsor, you're invited to insert an advertisement in this special section of The Chronicle. Deadline for space reservations and materials: Friday, January 31. Phone our Display Advertising Department today: (202) 466-1080; ask for Lauren Coffman.

Listings in the reference columns of this special supplement are free, but publication of meeting announcements is at the discretion of the editors.

The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037

Public Still Lacks Confidence in Athletic Association, Its Director Says sures, athletics departments are central office, Mr. Schultz suid, currect, Mr. Schultz insisted, but,

Coatinued From Page A35
(gled to stem the dual tides of pub-

it criticism and legislative intrugon. Mr. Schultz ulso urged the NEAA'S members to wage on all-out aboying eampaign against federal efforts to govern the assoestion. And he proposed that the genters consider changing their nies to treat men's basketball and notall-where most of the probless are thought to exist-differthe from all other sports.

Mr. Schultz said the association several major pressures, nostly from external forces.

He discussed the growing Ilnanid squeeze in which many colleges and universities find themzives, because of reductions in gate aid and rapidly esculating costs. "We have to realize that with these types of financial pres-

The State Board of Regents in

florida has appointed a com-

af South Florida's handling of a

npecomplaint involving a bas-teball star.

members from the state-system of-fice, will study whether South

Florida officials gave the athlete

leged victim unfairly.

nalting a female student

necial consideration or treated the

A review this full by an internal

parel at South Florida found that

miversity officials had ignored

their own procedures in handling

the case of Marvin Taylor, what

vas accused in October 1989 nl as-

The committee found that a vice-

resident, Dan Walbolt, who is

also a member of the university

boaster group, had handled the in-

piry himself rather than delegat-

ing it to a disciplinary officer, as is

stomary. The athlete received

bief suspension, which was lifted

ther Mr. Walbolt suid the accuser

Reports in The St. Petersburg

lines late in 1990, however, indi-

caled that the accuser had never

recanted ber testimony and had re-

An internal review conducted by

specially appointed committee at South Florida found in November

that university administrators had

gnored their own procedures in

landling the charges against Mr.

That finding led to a call by Betty

Castor, the state's education com-

tissioner and a member of the

Board of Regents, for a state-sys-

Two Division I conference

have announced new members. The Big South Conference an-

ownced that it had added Towson

State University and the Universi-ty of Maryland-Baltimore County

members, and the Midwestern

Collegiate Conference said that
Diqueste and LaSalle Universi-

les would join the league in 1992-

-DOUGLAS LEDERMAN

iterated her charge of rape.

The panel, made up of six staff

not sucrosanct when it comes to the budget-cutting process,"

Cost-cutting measures adopted at last year's convention, Mr. Schultz said, "merely scratched the surface" of what is needed. Whenever possible, future reductions should be made in travel, administrative budgets, and equipment, rather than by drupping teams, Mr. Schultz said.

'Cost-Control Messures'

"Too many times in athletics our response to tight budgets has been to try to generate mure revenue." he said. "We need tu cuntinue to do that, but we also must develop good cost-control measures if we not provide due process, and are going to survive and maintain serves as prosecutor, judge, and the quality that we would like to jury in all infractions cases. see in uur programs." The NCAA's

ATHLETICS NOTES

m Regents to study U. of South Florida's handling of rape charge

■ Big South and Mildwestern conferences select new members

■ The Central Intercollegiate

Athletic Association placed Bowie

gram on one year's probation and

ardered it tu furfeit every game it

had won in all sports other than women's baskethall in 1989-90, be-

cause of the university's use of in-

■ Ulster Community College

elisible athletes.

State University's uthleties pro

hus cut its budget by \$3-million as he has said reneatedly in the last since last year and instituted it three years. "you are what you are freeze on new positions.

College sports, Mr. Schultz said. The magging negative percep-tion, Mr. Schultz said, has invited continue to suffer from a pour pub-

lic image He recited a litany of perceived problems: "Muny people still feel that all athletes are special admits. don't graduate, and use steroids; that coaches all cheat and are overpaid; that fuculty representatives are co-opted by their ethletics departments: that governing boards and alumni-not chief executives-run athletics departments: that the NCAA promitigates and enforces 'Mickey Mouse' rules, does

Many of the perceptions are in-

pected custs in getting the team off

add women's soccer, men's and

women's cross country, men's polf, and junior-varsity baseball to

its sports program. The college

plans to move from the National

Association of Intercollegiate Ath-

leties' Division I to Division II of

Mars Hill College said it would

the ground.

'Plethora' of Legislation

Mr. Schultz said the association had made great strides in the last three years, culminating in the overwhelming adoption of a series of academic proposals at last week's meeting. But he anid those efforts had failed to deter federal and state inwmakers from their efforts to regulate the NCAA and college sports. He noted a "plethorn" of federal legislation and increasing interest among state legislators, particularly concerning the association's investigative process. As if to underscore Mr. Schultz's warnings about the threat of federal intervention, pides to at legal two members of Congress attended last

the association's other majur prob-

lent-the intervention of federal

and state lawmakers into NCAA af

fuirs. While the association has

made significant progress in re-

solving its problems, Mr. Schultz

argued, "as long as the public per-

ceives problems and corruption in

college athletics or problems with

the NCAA, their representatives, on

oll levels, will feel compelled to

act, regardless of whether their ac-

tions are necessary or werranted."

week's meeting ns observers.

Mr. Schultz said the association was particularly concerned about a ral measure that would require we all can be proud

all colleges that give sports schol-arships to publish their audited revenues and expenditures each year. He asked the NCAA's Division I and II members to oppose the measure proposed by Rep. Paul Henry, a Michigan Republican, which has been endorsed us part of the Higher Education Reauthurization Act of 1992 by the House Committee on Education and Labor.

"We have found from experience that the support from the membership—by making key telephone calls and writing appropriate letters at various times-is very effeetive in deterring innppropriate action on the part of our elected representatives," he said.

In a break with NCAA trudition, Mr. Schultz proposed that the associutiun study the value of applying its niles on a sport-hy-sport ha sis. Many sports officials believe that sports other than football and basketball are unfairly restricted by rules that are adopted primarily, lo guard against abusea in those two sports.

Mr. Schultz gave a nud to the association's critics in Congress. state legislatures, the news media, and the public, saying he had been "impressed" by mnny of them. He urged members to respond to the criticism not by "crawling into a positive change in the spirit of opennesa, trust, and cooperation.

He concluded: "It is incumbent on us, this week and throughout the year, to reapond to our challenges, to change when necessary, and to actively demonstrate our commitment to a system of which-

OPEN UNIVERSITY PRESS

Developing Teacher's and Teaching Series..

dropped its three-year old football the NCAA within two years.

TEACHERS AS COLLABORATIVE LEARNERS Challenging Dominant Forms of Supervision John Smyth, Deakin University, Australia

In this book, the author provides a entique of prescriptive education sforms which have produced alienation, demoralization, and fragmen lation among teachers and schools in western industrial societies. He antons among reactives and schools in western industrial societies. He argues that what we have is a crisis of confidencer siter than competence, that we should give teachers more control over their own teaching and their own development as professionals. Teachers should be able to be active, not passive, agents in their own teaching.

1991 • 160 pages 0-335-09588-7 Hardcover \$75.00 0-335-09587-9 Softcover \$29.00

TEACHER EDUCATION AS TRANSFORMATION: A Psychological Perspective C. T. Potrick Diamond, University of Queensland, Australia

This book argues that the major challenge for those involved in the professional development of teachers lies in providing means by which teachers may become more critically aware of their own values, thinking wateriers may become more chically awarest men own states, chinking and practices. This allows the teachers to empower themselves to find new and more effective ways of teaching. He believes teachers are essentially self-directing and self-determining. He class examples from Australia, England and North America, where teachers are under threst from forces of production and accountability.

1991 • 144 pages 0-335-09255-1 Hardcover \$69.00 0-335-09254-3 Softcover \$33.00 Society for Research into Higher Education Series..

RESEARCH AND HIGHER EDUCATION: The United Kingdom and the United States Edited by Thomas G. Whiston, University of Sussex, UK Rogar L. Galger, Pennsylvania State University

Research and tesching are the two main functions of higher education, yet information and analysis are more readily available on teaching than managed. This collection of original work from major figures in the field does something to redress the balance focusing on UK and US

The book is divided into three sections. The first considers the national system, where we are now and some of the dynamics and forces which got us here. The second section explores the insulutional dimension, the interactions between teaching and research, and graduate education. And the last section is a discussion on prospects for academic research.

1991 • 192 pages 0-335-15641-X Hardcovar \$79.00

QUALITY AND ACCESS IN HIGHER EDUCATION: Comparing Britain and the U.S.A.

Edited by Robert O. Berdahl, University of Maryland Graeme C. Moodle, University of York, UK, and Irring J. Spitzberg Jr., President of the Knowledge Company, Maryland

The British system of higher education is often said to be highly selective, emphasizing high uniform standards of scadernic quality. The American system, by contrast, is seen as remarkably accessible and tially diversa in its standards and provisions. In this book, a consequences any averse in us summerce and provisions. In this book, a group of American and British observers and participants examine important aspects of higher education in the two countries, with quality and access as the continuing and connecting themes.

1991 • 208 pages 0-335-09647-6 Hardcover \$88.00

To order call TOLL FREE 1-800-821-8312 (9:00 a.m. to 5:00 p.m.) Or write: Open University Press, cle Taylor & Francis, 1900 Frost Road, Suite 101, Bristol, PA 19007-1598

Fig. 7-14

Poland's Ministry of National Education is trying to recruit academics from the United States and other countries to apend the 1992-93 year helping to train teachers of English

The ministry made its case in an upon letter to "friends." It stated, in part: "One of the burriers fuced by Poland in becoming a modern and democratic country is the ignorance of Western lunguages, especially

"As a result of the past edireational policy we have 18,000 tenchers of Russian to only 1,500 of

The ministry opened more than 50 new foreign-language teacher-truining colleges last fall and hopes to train 20,000 teachers of English by the end of the decade. It is seeking instructors to help staff those culleges, as well as sume elementary and secundary schools Knowledge of Polish is not a requirement, but teaching experience is. Some background in teaching English as a second language is desirable

The ministry will provide rent free housing und pay a salury that it says will allow "for the

While the ministry cannot pny travel costs, the contracts it will offer include free medical insurance and two months of vication, plus two weeks between semesters and a week at Christmas and Easter. Instructurs will teach 12 hours per week in a college, or 18 per week in a schuol. The 12-month contract year begins October 1

Interested people should send n resume and copies of their diplomas or degrees to the attention of Deputy Director Jerzy Wiśniewski. partment of Foreigu Reintiuns, Ministry of National Education, ALI Armii Wojska Polskiego 25, 00-918 Warsaw, Poland.

To encourage experienced faculty members in Brazil to stay In their jobs longer, the Center for Training Teachers in Higher Education, a grant-making ngency attached to the Ministry of Education, recently began a program of fellowships for Sessors who reach retire age but choose to remain at their university nosts

Early retirement by experienced faculty members has become aevere problem for Brazil's state universities (The Chronicle December 18).
The new fellowships represent a

inancial bonus and effectively inerease n recipient's salary by as much os 70 per cent. Between 300 and 400 such

fellowships are to be aworded to candidates nominated by their iniversity departments for specia two year projects. Priority will be given to candidates working in graduate programs that would be threatened by the loss of faculty

Officials of the program say the esponse from universities thus far

International

Surge of Chinese to U.S. Colleges Defies Effort Aimed at Restricting Study Abroad

Enrollments of students from China are higher than ever at American institutions

By KATHERINE S. MANGAN

An 18.6-per-cent jump in the enrollment of Chinese students at U.S. colleges and universities would be noteworthy anytime. flut the current surge is particularly sur-

prising, since just two years ago the Chinese government issued regulations aimed at restricting study abroad. Despite predictions that the flow of Chi-

nese atudents would drop once the regulations tuok effect, just the opposite has occurred. Not only are more Chinese students coming to the United States than two years ogo; they are staying longer.

The consensus among international-audent advisers and Chinese students then selves seems to be that the so-called fiveyear work rule is having little effect on people who have mode up their minds to study in the United States

That comes as a surprise—and s relief. to many Chinese students who complained bitterly when their government onnounced in 1989 that college graduates would have to work for five years in China before they could pursue graduate studies obroad.

"When the government announced the restrictions, we worried that young people would lose precious time getting educated." says Jin Dni, a Chinese postdoctoral student in physics at Rutgers, the State University of New Jersey, who eamed his doctornte at the University of Texas at Austin. "Five years is o long time, but it turns out a lot of people can find loopholes and gct around it.'

Last October the Institute of International Education released figures showing that a record number of foreign students had attended U.S. colleges and universities in 1990-91. China was the leading country of origin, with 39,600 students in the United States, 18.6 per cent more than in the previous year. In 1988-89, before the work rule was imposed, 29,040 Chinese were enrolled in U.S. institutions.

Rules Aren't Being Enforced

Not only are there many loopholes in the regulations, but the Chinese government apparently is enforcing the rules neither stringently nor evenly throughout the country.

Chinese students with close relatives in the United States are exempt from the regulations, as are those with any sort of relatives who agree to reimburse the government for the cost of the students' education in China. The reimbursement fee, according to a U.S. consultant in international education, amounts to about \$550 a year for undergraduata study and about twice that for graduate work. The money is refunded if the students return to China within eight years of their departure.

Students who are privately sponsored rather than officially sanctioned by the Chinase government, can also evold the five-year work requirement.

Finally, students who leave their Chioese institutions before the start of their

fourth year to study abroad also have to reimburse the government fur tuition for the years they attended, but they do not to work for five years befure starting their overseas study.

Students have taken advantage of such exceptions in several ways, Some find private sponsors, like friends ur relatives: some go ahead and reimburse the government fur their education; and some drop out of their universities so they can apply

"Not only are the numbers up,

but the ways they're getting out are different. We're seeing

fewer officially sponsored students and more private students coming on their own."

ns transfer students and avoid the work requirement. Sonic Chinese students also report that government officials often accept bribes for wnivers of the work restriction. "You have to have money or connections-the process is very ngly," says Mr. Dai of Rutgers.

Peggy Blumenthul, vice-president for

and determined individuals who are able get around the regulations.

Steady Rise Since Tiananmen Square

the ways they're actting out are also differ ent," she adds. "We're seeing fewer of citally sponsored students and more pring students caming on their own funding."

At the University of Southern Cold nia, Chinese-student enrollment has increased steadily since the bloody ead down in Tiananmen Square in June 1989. The numbers grew from 336 in the falls 1989 to 453 in the fall of 1991.

Dixon C. Johnson, executive director the university's (tiffice of Internation of the restrictions.

"There's a tremendous desire to get or of the country," he says, "Neverunden timate the desire of students to set of when they want to pursue their educ

educational services of the Institute of I ternational Education, says the Chies students who come here "are very talente

"Not only are the numbers going up,

Students and Scholars, says he found the steady increase "kind of nuzzling," in fid

The supposed rationale for the five-ye

work rule was that students who have b educated at state expense should pay be



Jin Del, a Chinese postdoctoral student: "Five years is a long time. but it turns out a lot of people can find loopholes and get around it."

father studies abroad, says Glenn Shive, a consultant in international calucution. But one believe the rule was imposed to send a "get tough" message frum guvernment dicials worried that the flood of requests for overseas visus could result in a brain

Chinese government officials were also varied that students who came to the limited States to study would be "corruptof by democratic ideals" und demand danges when they returned to China.

Aroiding Work Restrictions

At Harvard University, where Chinesestudent enrollment rose to 22tt this fall from 191 the year before, an admissions official says many students opt to trunsfer s undergraduates to avoid the work re-

"Some students say they had planned to unit until graduate school, but felt that hegose of the new regulations, they had betterdo it now," says Rosemary M. Green,

Another possible factor in the high enplant of Chinese students here is the accutive order issued by President Bush is 1989, which protects Chinese students assinst immediate deportation after their studies are completed. Students are now semitted to remoin in this country until housey I, 1994—a provision intended to matect students from retribution in China for their involvement in pro-democracy

Many students are taking advantage of that provision by continuing their studies or working in the United States, highereducation officials say.

"Sisce Tianunmen Square, people are toming, and they're just not going," snys Norman Peterson, executive secretary for the Liaison Group for International Educational Exchange. "They're prolinging

their student status as long us they can." At the University of Texas at Austin, where the enrollment of Chinese students acreased to 371 this full from 301 the preious year, part of the increase came about use some students who were ulready at the institution decided to remain for another year, university officials say. Howerer, most higher education officials interviewed said the bulk of the increase was fue to new students' coming to the United

United Opportunities at Home

"When you don't lose as many students. fewer have to come to coose an increase." says Margaret A. Kidd, director of the unitersity's International Office.

Chinese students corning to the United liles are motivated by a number of fuclors. Opportunities for gradoate study and career training are much more limited in Chips than they are in the United States. list as important, the brutal repression of the prodemocracy movement left many young people in China disillusioned with their country and eager to get out.

America is much richer and more dereloped," says Yoh-lin Chang, n graduate indent in electrical engineering at the Unithity of Texas at Austin and president of university's Chinese Students and actions Association. "Whenever they baye e chance, the Chinese students want to move to a better place where they can have a better life."



Par Nyborg, the general secretary of Norwey's University Council: "We do have to spend more money, much mora money on higher aducation, but that in itself will require a drastic change in attitude."

Enrollment Surge in Norway's Colleges Brings Political Consensus for More Government Aid; Drive to Close Small Institutions Gains the porliament, says that about \$20-million

By GORDON F. SANDER

Overcrowding at the University of Oslo is so severe that officials may "suspend" all final examinations this year because there are not enough rooms in which to udminister them.

The conditions at Oslo are symptomatic of the situation throughout Norway's higher-education system, which over the past four years has experienced close to a 50per-cent increase in full-time enrollmentfrom 95,000 in 1988 tu more than 140,000 today. Each of the country's four muin public universities-Bergen, Oslo, Tromsø, and Trondheim-reports it has too many students and not enough space.

The universities' efforts to cope have led to a broad-based consensus among political leaders in Europe's northernmost country that swift and substantial increases in support for higher education are

A Record Increase in Funda

Last munth, following the recommen tion of the minority Social Democrat government, the Storting-Norway's parliament-agreed to a record 11-per-cent increase in funds for higher education and research, to about \$1.42-billion, for the coming year.

At the same time, government officials are continuing their campaign to try to reduce drastically the number of small, regional colleges scattered across the coun-

Originally designed as an elternative to the university system, the network of 104 regional colleges offers programs of study

that lead to the equivalent here of o bachelor's degree.

About 55,000 of Norwny's students are enrolled in the regional colleges, and about 10,000 attend private colleges and institutes. The rest-some 75,000-are enmiled at the four universities.

Current government plans, which the Storting has reluctantly endorsed, call for rolling back the number of regional colleges-which remoin highly popular-to roughly 30 so that more resources can be focused on the universities.

"The system is under unprecedented preasure," saya Jan Toska, executive officer in the university section at Norway's Ministry of Education, Research, and Church Affoirs. Mr. Toska, one of those responsible for preparing the new highereducation budget and pushing it through

cation, but then when it comes time to pay the bill, there isn't enough money," snys Anne Lagoen, the head of the Oslo students' union, "We're fed up.

not nearly enough.

those of Bergen and Oslo.

Ms Lapoen is particularly distressed that the new budget contains no provision for what she considers the most pressing need of the flagship Oslo campos: a new conveniently located library. Overerowding and no place to grow forced the university to relocate its compus from the city center to the outskirts of the capital, with only the low school and the main library remaining downtown. Hence students most shuttle between the library on the old campus and classes on the new campus, in a district called Blindern. Oslo students say the situation is not acceptable.

will so for the construction of new facilities

at the teeming universities, particularly

the amount to be spent on new fucilities is

baen urging everyone to get u higher edu-

Student lenders across the country say

"Ever sinec 1945 the government has

Mr. Toska of the education ministry promises that the university will get a new library, probably within the next two years, "We are working on it now," he

He also cautions that planning has to precede expansion. "We can't just throw money at higher education—we have to get oor signala e lear first," he says.

Student leaders say money alone won't

Continued on Following Page





Big Enrollment Increase Swamps Norway's Colleges

Continued From Preceding Page correct the underlying problem, which they identify as the government's "skewed and confused" notions about support for higher

"University students in Norway are trented like seennd-class citizens," says Signe Knappskog, vice-president of Norsk Studentunion, which represents the country's university students, "Society doesn't sufficiently value what we do. If it did, it wouldn't be show. ing us into grossly overcrowded

Snys Briten Stene, head of the students' union at Bergen: "It's realty a very depressing situation." Ms. Stene says that classes on the Bergen eampns—which was built for 6,000 students but currently enrolls 15,000—ure so erowded that Tire marshals have suspended sessions in mid-lecture on several occasions because attendance exceeded the rooms' legal canacity.

Ms. Stene and other student leaders—as well as many frustrat-ed academics and administrators see the overcrowding as clear proof of the government's inability o manage and meet the needs of its higher-education system.

At the very least, the overcrowding is an embarrassment to the government. In its 1990 report, "Education in Norway," the education ministry confidently declared: "The eurrent objective of government policy is a capacity of 105,000 full-time students by the mid-90's." That projection was undone when 45,000 new students streumed into the system over the past three semesters

"The strong and unexpected growth in the number of university applicants has made it clear that the knowledge base for steering higher education is too weak, stated n recent white paper prepared for the government by the Norwegien Research Council for Science and the Humanities, a quasi-public group. Per Olnf Aamodt, a researcher at

the eouncil, is trying to figure out where all the new students came from. According to Mr. Asmodt, the student-population explosion is probably the result of two forces: increased unemployment among young people and the government's own promotion of higher education as something that is good for all Norwegians.

Bitter and Discontented

41 Mr. Aamodi says the current unemployment rate--5 percent, very high by Norwegian standards—has probably encouraged more 19-year-olds to go directly into the higher-education system Instead of taking time out to pursue other interests, as had been the norm.

As for the government's push for higher education for all, "Education in Norway" stated it this way:
"It is the view of the government that higher education should be regarded as contributing to the eco-nomie, social, and political life of

Faced with such rhetorie stu dents can't be blamed for being bitter and discontented, says Mr. Aacal" the government's implicit enchuragement of higher education as a way to help solve Norway's unemployment problem by continuing to offer high-interest, student-loan packages to all qualified seekers. "In a sense, the students are being asked to pay for the cost

gaging their futures," says Mr. Aamodt. "It's a chean trick. "We are in danger of losing n generation." he adds Norwegian student leaders see

Santa Clara

Watch for More

Information

SATURDAY, FEBRUARY 1, 1992 Santa Clara Convention Center

of their unemployment by mort-

the linancial-aid situation as further proof of their oppressed and neglected status. "We find it u nacceptuble that students are forced to

modt. He sees us "especially cynicarry such a large burden of debt," says Bjorn Tore Sund, vice-president for financial issues of the national students' union.

Like many student leaders in neighboring Sweden, Mr. Sund supports the idea of puying stil-"That would truly underline the value our society places on our work," he says. Mr. Sund did not say how he expected Europe's most sparsely populated nation, which is only now starting to climb out of a deep recession, to pay for

Mr. Sund and his fellow officer, Ms. Knappskog, are particularly anxious to have the government do don't pay them off in itil."

something about the growing numbers of students who are purents. According to unofficial estimates here, une of every tive students in the higher-education system is supporting at least one child.

Tempered Sympathy

The student grievances get tempered sympathy from Per Nyhorg, the general secretary of Norway's University Council, a quasi-public bndy that coordinates relations among the universities and between them and the state,

"In the 1970's, when the interest rate on louis was lower than inflation, it wasn't so hard for students to pay back," he suys. "Now, many students don't pay off their lonns for 20 or 30 years, and some

Affirmative Action

Job Fairs

Mark Your Calendars!!

Affirmative Action Job Fairs

Los Angeles SATURDAY, FEBRUARY 8, 1992 Hilton at Los Angeles Airport

Teach for the world's largest institution of higher education...

A CALIFORNIA COMMUNITY COLLEGE

The 1992 California Community College Affirmative Action Job Fairs are sponsored by

the ACCCA, Cal 68/Patricia Mollica, Coordinator (800)870-JOBS (5627)

A former official in the chical ministry, Mr. Nyborg says the higher education did not recite sufficient economic or police support when he was in the government. That, he says, is one of the reasons why he is now working a behalf of the universities.
"We have to understand that the

wealth we have acquired from or North Sea oil should be spent to building the system back up," h says in an interview in his office the University of Bergen campu

"We do have to spend mer money, much more money on high er education, but that in itself w require a drastic change is a inde," says Mr. Nyborg.

'Higher education is not yet intrinsic enough part of our or

ARE

California Community College

COMING

The 3rd Annual

are scheduled for

Naure Drovoing

Two PRESIDENTS who resigned recently cited frustrations. The decision of Haskell M. Monroe, Jr., chancellor of the University of Missouri at Columbia since 1987, followed the rejection by voters of a tax initiative for education. Mr. Monroe said at a press conference: "My dream for this university has not been to reduce its scope. . . . Now we are faced with the menviable task of reducing the breadth of this university so we can live within our means. My anxiety and frustrations have increased to the level that my task has not been as personally satisfying as I wanted it to be.

John J. Quinn, whose resignation as chancellor of the University of Tennessee at Knoxville is effective June 1, said: "I would say to a large extent I'm stepping down because I simply have not found the past six or eight months very enjoyable." He continued: "I found teaching, which I miss, and doing research a whole lot more fun than I found administering this cumpus."

Mr. Quinn, who was dean of the faculty at Brown University before coming to Knoxville in 1989, will be recommended for a Chair of Excellence in the university's physics department by Joseph E. Johnson, who became president of the university system last July.

George Sinner, who completes his second four-year term as Governor of North Dakota this year, wants to be president of the University of North Dokota. In a letter to the head of the search committee, Mr. Sinner said he lacks an advanced degree (he corned a B.A. in philosophy from St. John's University in Minnesota in 1950) but feels qualified for the job. Mr. Sinner served on the state's Board of Higher Education for seven years and appointed all seven of its members. (The board will make the final clinice of a president.)

Words and phrases on the 1992 Dishonor List of Words Banished From the English Language include "basically" (although it's been bunished several times already), "viable alternative," "in my humble opinion." "I see what you are snying," and "big time."

The list has been compiled annually at Lake Superior

State University since 1976.

A television station in Boise, Idaho, plans to hold a forum this week on the future of higher education in the state. Among the non-participants are Elisabeth A. Zinser, president of the University of Iduho, and six members of the state Board of Education. While some cited schedule conflicts, others objected to the inclusion in the panel of John H. Kelser, whom the board fired last fall as president of Boise State University.

Regents of Stephen F. Austin State University, who voted unanimously to dismiss Donald E. Bowen, president for only 18 months, gave no reason for ousting him. Reportedly, Mr. Bowen had sought faculty-salary increases larger than the state-mandated 2 per cent. while regents had pressured him to increase the athletics

The search committee for a new head of the University of Massachusetts system includes Nell ludenstine, president of Harvard University, and Julius Erving, former star of the Philadelphia 76ers of the National Basketball Association. Mr. Erving, a graduate of the university's Amherst campus, was awarded an honorary doctorate by UMass in 1983.

Gazette APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS



Richard G. Younga

State U. of New York

Health Science Center



Boyd F. Dewey, Jr.

University

Medicine & Health

Sciences (Iowa)

 New college end university ohief executivee: St. Louis Community College, Gwendolyn W. Stephenson; Seattle Community College District, Charles A. Kone; Southern Arknnsus University, Steven G. Gamble: University of Osteopathic Medicine and Heulth Sciences (Inwa), Keith D. Blayney; Urbana University, Francis E. Hazard.

Other new ohler executives: Association of Conference and Events Directors-International, Jill Lancaster; Danforth Foundation, Bruce J. Anderson; National Institute of Medicine, Kenneth I, Shine,

Appointments, Resignations

toberto Aguero, dean of instructional serv-ices at Southwast Texas Junior college, to vice-president for educational services at Western Nebraska Community Col-

media relations at Lorana Construction membry College that Radieva, member of the staff in the membry college and the stage of the staff in the college of the staff in the stage that the staff in the case of the staff in staff

of Osteopathic Medicine and reserved once I towak once I towak or condent of Stepheo F. Assin State U., has been fired. Rethyn A. Inteller, vice-president for college support, services at Metropolitan Community College (Neb.), to executive vice-president for Instruction at Western Irowa Tech Community College.

Edward D. Calleghan, director of human re-sources at Deorborn Infleti, Public Schools, to decretor of human resources at Oaktand Community College. All Colleges of the Colleges of the Colleges North Carolina 4-til Development Fund, to director of the manual fund at North Carolina State. State of the Colleges of the death of research and development in student affairs at Portland Institution of the Colleges of the Colleges of the Colleges of the student of the Colleges of the Colleges of the student of the Colleges of th

decider of othersity and numeroursal as-tists 6. Cellies, mississt vice-chancellor for southeric affects at Tomersee Board of Regents, to vice-resident for Andinatirs. April 10. Center of the Center of the Anni M. Creas, associate professor of social medicine and pediantes at U. of North Carolina at Cheec I Hill, to direct or of the miserally V. Ecchierte is at U. of North Arabia L. Questen, associate director of A-nesical and at Sate U. of New York College at U. Center of the Center of the Center of the miseral of the Center of the Center of the Miseral of the Center of the Center of the Miseral of the Center of the Center of the Miseral of the Center of the Cent

ui State U. of New York College of Con-plet Revenue, I saw statism dean for sta-ded. Revenue, I saw statism dean for sta-ded. Revenue, I saw statism dean for sta-led. Revenue of the Revenue of the Statism and comen's stadies at U. of Measuchusetts at Amberts, to dean of the Deadly of Ind-comen's stadies at U. of Measuchusetts at Amberts, to dean of the Deadly of Ind-ternational Conference of the Statism of the David Content (Chicago), to director of Content (Chicago), to director of the Statism of Statism

ilred.
Staves G. Gamble, vice-president for seademic affairs at West Texas State U., to
president of Southern Arkansas U.

Rosementu tutoo, manusir sa Liscuis and term (College of Salat Elizabeth.
Bruse 7, Orabe, provest and seedemic vier at College of Salat Elizabeth.
Bruse 7, Orabe, provest and seedemic vier president at Culfforeis State Portyclapidate of the College of Salat Elizabeth.
Bruse 7, Orabe, provest and seedemic vier and the College of Salat Elizabeth and the College of S

eprenden den general de Riverside Communis Vollege, de hancellor of Senattle Communis Vollege, de hancelor of Senattle Communis Vollege Obstriel, effectivo April I. Terry Samurias I. Lanz, interna nasceita de territor April I. Terry Samurias I. Lanz, interna nasceita de territor de la communistration de la



prector of church relations at Azosa Pa-cific U. avid C. Mariz, former director of commu-

Owd C. Mark, former director of commis-nicilions and development at American Red Cross (Princeton, N.J., to silector of development of the theologistal and of development of the theologistal and of development of the theologistal and individual and theologistal and the second research of the theologistal and the individual and the second theologistal and of the second theologistal and the second theologistal and the second theologistal and the office of the second theologistal and the second theologistal and the second the second the second theologistal and the second the sec

O'Heam, dean of academic

unities at Los Angeles Hurhui College, to vice-president for instruction at Ornnge Coast College. Los Olivar, professor of foreign inaguages at Illinois Stute U., to professor and chair of foreign languages at Grand Valley

of foreign languages of Grand Valley State U.
Jaffary R. Olsea, dean of occupational education at Coastal Carolina Community
College, to vice-president for instruction,
College, to vice-president for instruction,
College, to vice-president for instruction,
Community of the community of the development staff are member of the development of the community of the development of the community of th

Ohin Sinie U.
John J. Qules, Chaucellor of U. of Temessee at Knoxville, has announced his resjausalin. effective June I.
Quesham fillely, president of Colonain Calleac, has namaneed his resignation, effective June 30.
BlanRhoa, president of Eastern Illinob U.,
has a announced his retirement, effective
July 31.

July 31. Karl A. Reider, Jr., chairmen of history a) Loalslann State U., to dean of the college

ford & Rediet, In., chairmen of history at Loubiant Sitte. L. of cent of the college Loubiant Sitte. L. of cent of the college Carel Redus, assistant director of prospect research all gray Mour College, to direc-research all gray Mour College, to direc-terior of the college of the college Mishales M. Schmadden, exember of the America ded Sitte of the College Mishales M. Schmadden, exember of the Lotte Extra College, some suscelate direc-sor of public affairs and deput to the ex-tra of public affairs and deput to the college of Saint Ellarbeth. Section of the Loubia Commanty College at Morance, to choosellor of St. Louis Commanty or choosellor of St. Louis Commanty

Conege.

Barbara R. Stevens, secretary of the university at U. of Pennsylvasin, also to vice-

sily at U. of Pennsylvasin, also to vice-precident.

New York Pennsylvasin, also to vice-sad alaministration at Triticent Technical sad alaministration at Triticent Technical sad alaministration at Johnson & Wales U. Johns Ballisma, decay of cervoliment mannag-dent Ballisma, decay of cervoliment mannag-dent and the pennsylvasin and the contract of administration and financial old at College of Salmi Illizabeth, and the contraction of the Manna C. Whittington, senior vice-president and the contraction of the contraction of the contraction of the same of the contraction of the contraction of the contraction of the same of the contraction of the contraction of the contraction of the same of the contraction of the contraction of the contraction of the same of the contraction of the

Chatt O. Wright, president of Hawaii Pacific
U., has announced his resignation, effec-

U., has annoanced his resignation, effec-tive Febrary 29.
Rishard G. Younge, medical director of Montofore Family Health Center INew York), to professor and chair of family medice of Siste U. of New York Health Science Cester at Brooklyn.

IN THE ASSOCIATIONS

Jill Lancaster, director of the resource ees-tor at Association of Conference and Eventa Directors-International, to exec-

Eventa Directors-International, To exac-sitivo director, Rosalid & Midhill, coordinator of the divi-tion of education at Carson-Newmen College, has been samed president-elect of Association of Independent Liberal of Association of Independent Liberal Righter L. Martill, president of Los of Rich-mond, has been elected president of Southern Association of Colleges and Schools.

MISCELLANY

Brice J. Andersos, settins president of Dan-forth Foundation, to president. Manualli L Shine, dean of the school of med-leine st U. of California at Los Angales, to president of National Institute of Medi-che.

Deaths

Philip J. Beneford, Jr., 44, professor of mi-eroblology of U. of North Caroline at Chapel Hill, December 22 in Chapel Hill, N.C.

Robert H. Beak, 73, professor emeritus of edecation s) U. of Minacsoto, December 31 in Minacapolis.

Leals L. Beanett, 82, former denn of sta-dents at fluruch College af City U. of New York, December 23 in Maimi Reach. Robard Davison, 78, former head of the Ex-tension Service at U. of Vermont, De-cember 29 in Gurington, VI. Raburt J. Of Pietro, 59, professor of hingals-tics at U. of Delaware, December 20 in Fairfax, VI.

Roget A. Freemen, 87, senior fellow emeri-tos at Hoover Institution of War, Revolu-tion, and Peace at Stanford U., Occember

lion, and Pance at Stanford U., Occember 29 in Stanford, Cal., Institute of the Company of the C

in Washington. Nara Howa, 86, former professor of Eng-lish at Central State U. (Ohiot, October 7

Foundation for Critical Thinking

CHICAGO • DALLAS • MI

Reliph E. Johnson, 81. former professor of journelism at U. of Kentucky, December 26 in Les ington, Ky. General II. of Florida, December 20 in Goincsville, Flu.

A in Lesinson O. Ly.

28 in Ly.

29 in Planta O. Ly.

20 in Ly.

29 in Planta O. Ly.

20 in Ly.

20

In Chicago. Broheru Node, 55. professor of optometr:

The Problems of Higher Education

The glut of information, the growth of Interdisciplinary examples, teetles and

disinformation, the acceleration of strategies for teaching, mudes of evolun-

change, the expansion of specializa- tion and assessment, and the redesign of

struggle for survival; economically, You will begin to see; how to cover less su

politically, socially, and morally—the students learn more, how to speak less so

struggle for survival: economically, youltically, socially, and morally—the modern world poses grave challenges for higher education today. The old incurrence of the property of the poldical prope

lion, the threat of fragmentation, the courses, majors, and programs.

ever more subtle and complicated

symbol (a) marks items that have not appeared in previous issues of

CONFERENCES

Teaching Strategies Institutes

In Every Region of the Country

Where do they lead?

CHICAGO • DALIAS • MIAMI • BOSTON • LOS ANGILES • DENVER • PILISBURGH • SEALIF

22-23: Menagement, "Strategic Munme-ment: Getting Value Frum Strategic Plan-ning," cuefference, Cuefference Huard, man and Strategic Plane Vark, Cue, tent. (212) 359-4390, to New York, Cue, 22-94. Compaire, "NeXTWOHLD I Zhow 32." International conference and expo-sation, NeXTWORLD Munszien and Kenney Compaired Compaired Compaired Plane Compaired Compaired Compaired Compaired Compaired Compaired Compaired Services of Compaired Com

Coming Events

Gazette 22-26; Higher education, American Concilion, American Council on Education, State of Washington Hotel, Washington Hotel,

Hvict, Tampa, P.M. Contact: Out) 28-5007.
23-244 Institutional advancament, Phy-jection in Positive Image: the Media ad-Year Message, "workshop, National Ex-ucation Institutes, Washinston, Contac-NIN, 13011 871-9122.
23-28. Learning, International symposius on self-directed learning, University of

National Council for Excallance in Critical Thinking

Two Day

Regional Institutes

on Critical Thinking

Teaching Strategies

Southeast

MIAM1: Jau. 29-30, 1992 Omni International Hutel

New England

BOSTON: Feb. 1-2, 1992 Logan International Hotel

Southwest

LOS ANGELES: Feb. 22-23, 1992

Marriott-Marine del Rev

Rocky Mountain

DENVER: March 28-29, 1992

Sherston Denvor Airport Hotel

Mid-Atlantic

PITTSBURGH: April 25-26, 1992

Sea Tac Hollday Inc.

Reservations

Send theck or purchase druer payable to the

Foundation for Critical Thinking

4655 Sonoma Mountein Road Santa Ross, CA 95404

Single: \$195/person

(707) 664-2940

Registration is limited

For further information

Holiday Inn at Intl. Airport

Northwest 3 SBATTLE: May 16-17, 1992

OS ANGELES • DENVER • PITTSBURGH • SEATTLE

Gazette

dishorm and other appearons. Boron Ramer File Countri: Here 9. Long. 1693.
John St. 169 103 25-2020.
John St. 169 103 25

size Kehmanno, Netra L. commark 1997/19.

Size Mechanical Additional Control of Mechanical Additional System of Neurona's work-house, found System of Neurona's work-house, found System of Neurona's work-house, found System of Neurona's Workshop, found System of Neurona's Additional Control of Mechanical Control of Neuronal Control of Neuronal System (Neurona), found of Neuronal Control of Control of Control of Control of Control of Control of Neuronal Control of C

1992		ja	រាដខ	1902		
•	H	T	w	Ŧ	F	8
			1	_2	3	4
5	6	7	8	9	10	11
			15			
			22			25
28	27	28	29	30	31	

24-05 Writing. "Writing Acrovs the I'un-tenders: Workshope on Propuns Plan-Control of the Control of the Control of the Control of the Control of the Work, 1931 (20) 24-29. [Institute of the Work of the Control of the Control of the Planes of the Control of the Control of the Control of the Control of the State of the Control of the Control of the State of the Control of the Control of the Work of the Control of the Control of the Control of the Work of the Control of the Control of the Control of the Work of the Control of th

10, 12, 230 or 6500 238-2233, fat 19911
240 head selling. "Ellertive Moriest Research," workshop of the Advances and Support Hosel, 1992,

Hintstruers, Monterey, Cal. Context McLune, (200, 2861-252).

200, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

201, 1840-185.

verslty Rusiness Officers. Ankeny, Iowa; Chilumbus. Ohior Rollus. Mo.; and Whitewater. Wis. Contact: Wayne War-necke, 1413-565-120, Ias 1444565-1206. Council of University Research Adminis-tations. Last Vesses. Contrels: NEUAA, TROSS. Last Vesses. Contrels: NEUAA,

Lauren, Iruman program, National Council of University Research Administration Council of University Research Administration Council of University Research Administration Programs on 2006; 1202 de 3894.
283-february 1. Constituting administration Programs of Constitution Conference, National University Continuing Education Association, Sheritain Yankos, Timel Hotel, Fort Laudent National Conference, National University Continuing Education Association, Service Annu Weinberg, Noter, 1862 et al., menter and the College was a series when the college Survival Inc., Miand. Contact: Cn. 2001 Inches in Bontevard. See Buddenis. Senior on stiedowie-success courses. College Survival Inc., Miand. Contact: Cn. 2001 Inches in Bontevard. See Survival Inc., Miand. See Survival Inc., Miand. See Survival Inc., Miand. See Survival Inc., Miand. See Survival Inc., Survival

0-February 1: Ethica. "Ethics and the Pro-fessions." conference. University of

ad-recording 12 tentes, it into since the Pro-fessions, " conference, University of Florida, Gninesville, Fla. Contact: Cen-ter for Applied Philosophy, 243 Daucr Hall, University of Florida, Oninesville, Fla. 32611. S0-rebutary 1: International aducation.

"Stady Abroad: the Global Reality," conferance, College Consortiom for In-ternational Studien, Embassy Suites Ho-tel, Orlando, Fla. Contact: ccts, Suite 2038, 301 Oxford Valley Roud, Yardley, Ps. 1906; (215) 493-4224.

Pa. 19067; (215) 493-4224.

21. Employment and feelfillen. "Drive-in Workshop on Fair Labor Standards Aunal Americans With Orabbilities Action Central Association of College and University Business Officers, Augustianu Crillene, Sioax Falls, S.D. Contact: Wayne Warnecke, (414) 565-1213, fax (414) 565-1213.

Wayne Warnecke, (414) 505-123, 184. (414) 565-1206.

83.: Familles. "Functional Funily Theapy—Treating Familles With Troubled Adolescents." institute, University of Georgan, Athens, Car. Contact: Nyma Reed. 1404) 542-2241.

Reed, 1404) 542-2241.
32-Fabruary 12 Philiasophy, Heajonal mecina, Society of Christian Philiosophies, Fuller Theological Seminary, Pasudena, Cul. Contact: Daniel A. Campani, Department of Philiasophy and Religion, University of La. Verne, 1950 Third Street, Ln Verne, Cal. 91750.
Continued on Following Page

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

OFTHE HEART COLORES DEL

THE NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION (formerly NAWDAC)

COLORS OF THE HEART:

BUILDING COMMUNITY, CARING FOR SELF Colores Dal Corszon, Construyendo Comunidades, Cuidendo a si mismo Merch 4-7, 1992 a San Antonio, Taxas

Mary Berry: Professor of American Social Thought, Former Commissionar of the U.S. Commission on Civil Righta

 Molly Ivins: Columnist, Political Setirist, Author of Molly Ivins Can't Say Thei, Can She? · Rayna Graen: Writer, Scholer, Public Servent, Native American

Activist and Museum Curator Margerst E. Montoys: Legal Counsel, University of New Maxico, Expart Affirmetive Action Sexual Herassmant and Diversity issues

Plus 50 program sessions and three speciel Workshops-Planning for Your Railrenant • Valuing Diversity: A Model for Staff,

Faculty, Students • Breeking the Silence: Building Community With Our Gey and Lesbian Colleagues Visits to the institute of Texan Cultures, the Mexican Cultural Institute, the LBJ Library and Museum, the Folk Art Collections of River City

Call or Write: The Notional Association for Women in Education
1325 18th Street, N.W., Sulte 210, Weshington, D.C. 20036
(202) 659-9330 FAX (202) 457-0948

Association for Death Education and Counseling

ADEC's 14th Annual Conference Boston, MA . March 6-8, 1992

THEME: "Catastrophic Loss: Global and Personal - Making a Difference"

Keynote Speakers: Dr. Howard Clinebell, Jr. - Topic: Confronting Global Catastrophe

Dr. Robert Coles - Topic: The Child and the Family Dr. Beverly Raphael - Topic: Psychological Trauma: Therapeutic Intervention

 Invited paper and roundtable presentations. Exhibits of books, media, and resource materials.

Preconference Programs: March 4-5, 1992 The ADEC Education Institute will be offering preconference professional development certification courses and workshops. CEUa for the conference, workshops and certification courses will be available.

For further information contact: Sus Berry, ADEC, Dept. PE, 638 Prospect Avenue, Hartford, CT 06105-4298. Telephone: (203) 232-4825 or FAX: (203) 232-0819.



15th Annual Conference on International Education

February 23 - 26, 1992 Westin South Coast Plaza in Costa Mesa, California

"INTERNATIONALIZING THE COMMUNITY COLLEGE: PUTTING IT ALL TOGETHER"

The conference will feature plenary presentations and 42 small group sessions. All will address the state of the art in international education. Program tracks are included for trustees, faculty and administrators.

PRESENTED BY

The Community Colleges for International Development, Inc.

FOR INFORMATION WRITE OR CALL CCID 🗆 1519 Clearlake Road, 🗇 Cocoa, FL 32922

(407) 631-3784 D FAX, 407-639-0078

CALL FOR PAPERS/REGISTRATIONS

University of Florida Winter Conference For Faculty, Administrators, and Staff 16th Annual Conference

"Successful College Teaching and Administration" March 1-4, 1992 - Sheraton Plaza Hotel - Orlando, Florida Theme "Meeting Students' Needs in the Nineties"

Featured speakers:

Dr. Palsy Rulton, Chancellor, Caldand Community College, Bloomfield Hills, MI

Or. Many Ellen Cleason-Welmer, Associate Director for the National Center on
Postsecondary Teaching, Learning, and Assessment and Editor of The Tenting.

Project. Penn State University
Dr. Michael Mezeck, Director of the Division of Continuing Education and
Associate Professor of Education, Texas Tech University
Or, Arthur Sandeen, Vice President for Student Affairs and Professor of Educa-

tional Leadership, University of Florids
Dr. Albert B. Smith, Professor and Coordinator, Higher Education Program.

Dr. Jones B. Simper Processor of Educational Leadership, University of Floating Dr. George B. Vaugin, Professor of Educational Leadership, University of Floating Dr. James L. Wattenbarger, Professor and Director, Institute of Higher Education, University of Florida

Sponsared by:
The University of Florida's institute of Higher Education and the Division of Continuing Education and the Texas Tech University's Higher Education Program and Olvision of Continuing Education.

For brochures and further information contact: College Teaching/Administration Conference Division of Continuing Education 2207 NW | 3 Street Geinesville, Florida 32609 Geinesville, Flor

Coming Events

Continued From Preveiling Page \$1. February 1: Religion. National confer-ence on the future shape of black religion. Wright State University. Dayton, Ohio. Contact: Paul Griffin, (\$13) 873-2274.

PERDUADY

244 Mellicatural Issues "Multicultural Concerns", conference, Southern Re-sidend Forthy and Instructional Over-leand Forthy and Instructional Over-leand Forthy and Instructional Over-tical Trenk Gillecyte, (409) 343-335. 254 Institutional admensional. District Conference, Council for Advancement Conference, Council for Advancement acts: (202) 238-306 ion. Boston. Con-feste: (202) 238-306 ion. Boston. Con-lection. Confeste: (202) 238-306 ion. Con-lection. Confeste: (202) 238-306 ion. Con-lection. C

Deadlines

A symbol (a) marks items that have not appeared in previous issues of The Chronicle.

APLE LOWERIES

Februory 1: American etudios. Applications for short-term fellowships for resident followships in American listory and culture. Conties: Junes Green, Curtator, Libbrury Company of Philadelphia. (215) 546-3181, fox (215) 546-5181.

546-3181, fox (215) 546-5167.

*February & Computers end ehemlety. Applications for Project SEAPHIM SUmmer Ellowships for faculty nembers inderested in developing computer-related edentional materials. Contact: John W. Moore. Department of Chemistry. University of Wisconsia. 1010 Julyersity Avenue. Madison. Wis. 53706: 6683 1262.

**Special Computer Search States of Chemistry. University of Wisconsia. 1010 Julyersity Avenue. Madison. Wis. 53706: 6683 1262.

**Special Computer Search States Search Sear

0381.

February 1: Cultural etudies. Applications for Arturo Schomburg Fellowships in Cultural Studies. Contact: Paul Sherwin. Ocun of Humanities. City College of New York. 2014 600 8146.

Ocun of Humanitien, City College of New York, (212) 469-8166. Februsey 3: Onitural studies, Applications for Rockelfeler Foundation fellowships, Contact: James Clifford, Director, Cen-fer for Cultural Studies, University of Californic, Oakes College, Santin Cruz, Cal. 59063, 1408; 459-4899.

February 1992 8 M 7 W 7 f S 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29

See 117. Checonomy University of the Control of Chicago, 196. 422, 2823 South Laboratory of Chicago, 196. 422, 2823 South Laboratory, 196. 4223 South Laboratory, 196

WORKSHOPS, CALLS FOR PAPERS



THE 1992 CONFERENCE ON STUDENT SUCCESS COURSES NOVEMBER 1-4, 1992 • CHICAGO, ILLINOIS

The 1992 Conference on Student Success Courses is your opportunity to explore exemplary student success courses as offered at a wide variety of educational institutions.

The conference will be focused on the planning, implementation, and presentation of courses designed to insprove student performance and retention. John Gardner, Francise McNairy, Sharon Thomas, and Dave Ellis will be the plenary session speakers.

planning, learning styles, substance

abuse education, course promotion,

For presentation proposal critera or more information, call or write: Proposals are welcome on such topics as course research, inulticultural student populations, nontraditional student needs, critical thinking, career

College Survival, Inc. 2650 Jackson Blvd. Rapid City, SD 57702-3474 Toll-free 1-800-528-8323 FAX 1-605-343-7553

teacher recruitment and training, large

course management, creative ideas for

communicating success strategies, and

group presentations, multi-section

related themes.

The Community College Humanities Association The Community College Humanities Association announces a

National Endowment for the Humanities Summer Institute on

TEXTS OF THE PRE-COLUMBIAN/SPANISH ENCOUNTERS, 1492 - 1650

June 8 - July 10, 1992 on the campus of The Johns Hopkins University Baltimore, Maryland

The five-week Institute's faculty will include: Teofilo Ruiz (Brookyn College); Julian Granberry (Phileaa Sacleyy); John Fleming (Princeton University); Elizabeth Boone (Dumbarton Oaks); Walter Mignolo University; Euzabenn Boone (Lumparton Unite); Waiter Mignolo (University) offichigani); Jorge Klor de Abu (Princeton University); Douglas Ubelaker (Smilhsonian Institution); Peter Mathews (Caligary University); Regin Elarison (Bates College); and Sara Castro-Klaren (The Johns Hopkins University).

For further information, write or call

Dr. Florence Starr Hesler and

Dr. Foornec start riesier and
Dr. George L. Scheper, Directors
Community College Humanities Association
of Community College of Philadelphia
1700 Spring Carden Street
Philadelphia, PA 15100
Telephone: (215) 751-8860 • Fax (215) 751-8935

announces a

National Endowment for the Humanities Summer Institute on

THE GREEK CHARACTER: WARRIOR, CITIZEN AND THINKER

May 3t - June 26, 1992 on the campus of Georgetown University Washington, D.C.

The scholar-in-residence is Beniard Knox, Director Emerius of the Center for Hellentc Studies. Other major faculty include Barry S. Strauss, historian, Cornell University; and Carl A. Rubino, philosophys. Major C. W. Children, C. W. Child pher, Hamilton College. Visiting lecturers will include Shella Munaghan, University of Pennsylvania; Katherine Catlen King, UCLA; Brook Manville, an independent scholar; and Nancy Sheman,

For further information, write or call

Dr. Lyle E. Linville, Director Community College Humanitles Association ob Community College of Philadelphia
1700 Spring Garden Street
Philadelphia, PA 19130
Telephone: (215) 751-8860 - Fax: (215) 751-8935

CALL FOR PAPERS

ISSUES & INQUIRY in College Learning and Teaching W FORMERLY THE JOURNAL OF PROFESSIONAL STUDIES B

■ FORMERLY THE JORNAL OF PROFESSIONAL STUDIES ■
We would like memoracipie from the innovatices who have positive, tested ideas about enhancing stacking and learning in higher education. Project description, produced in the retreated journal, No more than 15 doubtle-moned nepts. Affair, which is the retreated journal. No more than 15 doubtle-moned nepts. Affair, which is supplied with 85 tes (sayshib to lause of heaping 100 different productions). Affair where the production of the production DEADLINES: Winter 11-18-91; Spring/Summer 2-14-92; Fall 5-26-92

NEW ISSUES "NEXT STEP" WORKSHOP February 13-17, 1992

For Women Administrators in Higher Education -Whose Next Career Step Could Be The CEO Position

For information and applications contact:

National Institute For Leadership Development 3889 E. Thomas Road Phoenix, AZ 85018

HARVARD UNIVERSITY

INSTITUTE FOR THE MANAGEMENT OF LIFELONG EDUCATION

MLE

June 7 - 19

MLE is an intensive, residential program for 75 experienced administrators, all of whom lead izations that deliver educational programs to adults. Some are presidents and academic deans of chools with significant adult populations; others are deans and directors of continuing education programs. Participants also come from professional ociations, business, government, community seencies, and the military.

The program is a lively, stimulating forum for ideas that can be put to use in creating new programs or inproving existing programs. The formal corriculum examines three broad areas: (1) the adult as a developing and learning person; (2) organizational strategy-marketing, finance, and planning; and (3) leadership and organizational change.

14th annual program. Application deadline: April 1

MANAGEMENT DEVELOPMENT PROGRAM

MDP

June 21 - July 3

MDP is an intensive, residential program for 95 mid-career administrators in higher education. The goal of the program is to prepare these men and women to develop resourceful solutions to the problems they are likely to encounter as they grow

Most participants hold the title of chairperson, director, dean, or associate dean. About half hold positions in academic administration; the others are broadly distributed across the major non-academic

Topics include: personnel policy and administration, financial management, human resource management, law and higher education, strategic planning, marketing, and small group leadership.

7th annual program, Application deadline: March 15

INSTITUTE FOR EDUCATIONAL MANAGEMENT

IEM

July 5 - 31

IEM is designed for 95 senior-level administrators in higher education, most of whom are presidents, vice presidents, chancellors, provosts, or deans of major campus units. This four-week residential program examines critical issues in the management of colleges and universities.

The curriculum takes the perspective of the senior administrator, whose responsibility and authority shape institutional policy. Topics include: leadership, financial management, human resources, service delivery, law and higher education, campus community, strategic planning, crisis management, and institutional vision. Constantly updated curriculum materialsincluding the Harvard case method-ensure that the program is relevant to emerging campus issues.

23rd annual program. Application deadline: April 1

Mailing address: (name of program), 339C Gutman Library, Harvard Graduate School of Education, Cambridge, MA 02138 plunc: 617-495-3572 fax: 617-496-8051

Faculty Evaluation and Development Seminars

Evaluating College Faculty

Topics: lesues related to personnel decisions, including merit pey; evaluation procedures; and sources of dala to eveluele leaching, research, service, advising, and professional competence and behavior.

February 3-4, 1992 Orlando, FL March 11-12, 1992 Denver, CO

Understanding and Dealing with Difficult Faculty

Topics: Understanding yourself, anelyzing difficult faculty, the do's and don't's of deeling with difficult faculty, and when ell else fails. March 13-14, 1992 Denver, CO

Improving College Teaching Topics: Identifying models of effective teaching; developing course goals; improving clessical leaching approachea, e.g., fectures and discussions, as wall as newer approaches to leaching, e.g., simulations March 16-17, 1992 Denver, CO

For the seminar brochure or additional nformation contact. 1991-1992 Saminar Series Center for Faculty Evaluation and Devalopment Kansas State University 1815 Anderson Avenue Manhattan, KS 66502-1604 Telephone: 1-800-255-2757 or (813) 532-5970

FAX: 913-532-5637

Teaching Thinking and Problem Solving

Topics: Teaching of higher-order thinking, identifying student thinking skille, reasoning strelegies, sources of errors, end techniques for enhancing thinking

March 18-19, 1992 Denver, CO

Improving College Testing

Topics: Using tests to guide studen! learning efforts, test planning, writing end enalyzing "objective" items, and dasigning essay end other performance

Denver, CO March 20, 1992

center for

EVALUATION & DEVELOPMENT

AGEI

Association for General Education International

5 - 8 March 1992

Multiculturalism and Education: The Way Ahead

Dinesh D'Souza Leon Botstein Franklyn Jenifer Charles Karelis Carlos Cortes

■ Multicultural Education and Ethnicity Making Multicultural Education Effective Women's Studies: A Positive Approach Multicultural Studies: Education or Indoctrination? ■Multicultural Education: The Early Years Multiculturalism: Visual Perspectives ■ International Initiatives in General Education

Publication of selected papers.

Proposals for sessions or papers (closing date 24 January 1992), requests for conference information and information about publication in Studies in Culture, Education and Curriculum should

AGEI Academic Core Programs The University of North Texas Tel: B17-565-3305



Deadlines

Continend From Part Add Fabruary & Worner's attellers. Applications for Recheller Foundation followships. Counted Sharon Willis, Sasson B. Antho-ye Coste for Women's Nindes, Univer-sity of Rochester, 538 Lattimere Hall. The Coste of Comment of Comment of Coste Fabruary & Arts and humanillas. Applica-tions for shuri-term visiting fellowships. Constact: Librarian, Fluudation Library, Harvard University, Combridge, May. 02 138.

n February 2: Sciance aducation. Applica-tions for grants under the Uniformal Sci-ence Education Program. Contact: Infor-mal Science Education Program, Room 633. National Streene Foundation, 1800 G Street, N.W., Washington 20530; (2021 347-2076.

INSTITUTES, WORKSHOPS

INSTITUTES, WORKERSOPS

HORINGY 31. Lagal studies, Applications, for participation in the invitational conference of the American land Accusitant's Customission on College and University Customission on College and University Tour Borders, Clohol Theories, the penal Studies, "to be held in Armin Raye, N.Y. Context; John Paul Rayan, Aos. Commissional Context (John Paul Rayan, Aos. Commissional Leand Studies, 34) North Johnson Commissional Leand Studies, 34) North John Studies, "In Palenty 31, Mantinon studies, Application," (Context: John Context: John Cont

PAPERS
Phatway 1. Ausdomic schistig. Processits on the theme "The Chalterse of Chassics Empowerfus Students Through Academic Activities." For presentations at the Empowerfus Students Through Academic Activities. For presentations at the Charles of the Charles o

February 1902 S M 7. W T. F S 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29

Polymery 41 Assessment. Proposels on the theme "Cleuroom Research and Company of the theme "Cleuroom Assessment Liston From Suspension Assessment: Liston From Suspension Assessment Company of the Company of the Company of the Company of Collibration Department, Lincoln 222 Principles Street, Barkeyo, Cal. 1970; (310) 622-1171, has (310) 847-862, house, 222 Principles Street, Barkeyo, Cal. 1970; (310) 632-1171, has (310) 847-862, house, Proposals for possible presentations of the Company of Collibration Collibr

CONFERENCES, REQUESTS FOR PROPOSALS

National Conference on College Teaching and Learning

APRIL 9 - 11, 1992 - OMNI Hotel - Jacksonville, Florida "improving Teaching and Learning in the College Classroom"

The conference will focus on four areas:

- 1. Innovative college teaching/learning techniques
- 2. Classroom research projects conducted by teachers 3. Daveloping Tasching/Laarning Cantara
- 4. Applying technology in the classroom

Some featured presenters are: Thomas A. Anglelo Larry Darlege Don Doucetts

Pat Huichings Roger T, Jehnson George Vaughan Carol Welsa

IBM / ACIS Scholars

* Virtual Reality Session: Hends-on Demos

Multi-Media & Electronic Claseroom Visits * Technology / Software Fair

For registration forms and more information, contact :

Dr. Sill Marth
Martin Cania: for Collega Sarvicae
Fiorida Cemmurily Collega Sarvicae
Fiorida Cemmurily Collega si Jacksonvilla
501 W. Siste St., Jacksonvilla, Florida 32202
(904)532-3165 FAX: 532-3393

The Center for the Advancement of Teaching and Learning

DOCUMENTING EDUCATIONAL **EFFECTIVENESS**

A VALUES-BASED APPROACH LINKING VISION AND ASSESSMENT

> THE HYATT-REGENCY HOTEL CHICAGO, ILLINOIS MARCH 20 & 21, 1992

A workshop designed to assist colleges and universities in meeting the demands of nn assessment program, as defined by the North Central Association, by providing:

- Means to define core institutional mission values.
- Strategic Planning for setting mission and values-breed goals.
- Approaches to establish quantifiable measures of mission effectiveness.
- Means to link mission effectiveness with student goals and student life programs.

FOR REGISTRATION INFORMATION CONTACT:

The International Values Institute Marian College

45 S. National Avenue • Fond du Lac, WI • 54935 PHONE (414) 923-8140 • FAX (414) 921-8228

WE ARE REQUESTING PROPOSALS

for

Graduate Programs from Universities Interested in Establishing a Presence in the Little Rock, Arkansas Area

WANTED: PHD, DBA, MBA OR MS IN INTERNATIONAL TRADE

Contact: Graduate Degrees for Central Arkansas 2915 Kavanaugh, Suite 365 Little Rock, AR 72205

INTERNATIONAL MARKETING PARTNERSHIPS FORM

Positioning U.S. Firms for the Markets of Western Europe International Partnershipsin Marketing and Sales



March 12, 13, and 14, 1992

TOPICS

Marketing in Western Europe Legal/Political/Economic Environment

Marketing Strategles for Western Europ Joint Ventures/Advertising/Sellin

Predictions for Future Marketing Effect The EC and Beyon

KEYNOTE SPEAKERS

Dr. Fred Selve Director, International Marketing Institute for Western Europ Norwegian School of Managema

Dr. Robert T. More Director, Program for Cross Cultural Communication American Graduate School of International Management Thunderbird Campus, Arlana

> Ron Frank Esc Director, European Seins Buchanan and Ingersoll Professions

CALL FOR PAPERS

For refereed proceedings/original papers only by January 14, 1992.

TO REGISTER Prior to February 12, 1992-\$36

Afterward -\$05

Call or FAX your intentions in

School of Graduate Studies, Robert Morris College 600 Fifth Avenue, Pittsburgh, Pennsylvania 15219-3093 Phone: |412| 227-6478 ext. 112. FAX: (412) 281-5539



MILES INCORPORATED (formerly Mobay Corp

WORKSHOPS

1992 SUMMER SEMINARS IN HUMANITIES & SOCIAL SCIENCE

. a group of short seminars for ... a group of source scientiars for tachers and professionals given by MIT faculty on the compuse in Combridge, Massachuse'lls.

Musuring the Unmeasurable: Non-Market Effects and Public Policy Evaluations June 22 - 26 Jerome Rothenberg

Power, Peace and War; A Clausewitzlan Approach to the 19th and 20th Century one 22 , 26 David Rabton

Countive Views of Second Languag Acquisition: New Insights for Language Teaching & Computer Aided Instruction July 13 - 17 Suzanne Flynn

The Literature of Leadership igne 22 - 26 Michael Kaufman

Changing Conceptu of Race in America June 15 - 14 Robin Kılson

Surveillance and Society June 8 - 12 Gary Mary

Tetching Basic Marticianship: A Reflective Practica m in the New Uses of the Computer August 17 - 21 Jeanne Ramberge

The Jazz Experience less the Aris and American Culto: July 13 - 17 Mark Harvey

Moji Tanies, the Macho King, & Madonna's Navel: Taking Popular Culture Seriously June 8-12 Henry Jenl ms

1992 and Global Political F hange June 22 - 26 Williams Frittin

Science Policy: What is it and Who Needs 14? July 6 - 10 Levis Falling. Eugene Skolistholt

Namilye Storytelling for Film and Video Julye - 15 Christopher Thornton

Stakespeare: Contemporary Peropectives July 13-17 Peter Donaldson

Warnen and Work: That Difference Does Gender Make? June 15-19 Isabelle de Courtivron

Enhancing America's Performance June 15 - 19 Richard Vallely

Modem Dance Approach to Body Awareness June 15 - 19 Beth Soil

Contemporary France: Myth and Reality July 20 - 24 Avagali Vicente

Ethical Conflicts in Recent American Science June 8-12 Charles Weiner

ajornation contoct: MIT Summe Session, E19-356, Cambridge, MA (617) 253-2101 FAX (617) 253-8042

havioral and Social Sciences, to be held in June in Windsor, Ontario, Contact: Nancy K. Innis, Department of Psycholi-ny, University of Western Datario, Lan-don, Datario Neal SC2; 1819) 661-3686. February 2: Confeature. Abstracts of 66-

the change of the control of the con

man, Ukin. 73019. sbruny 1: Porsonnal. Proposals for possi-

unan, Usha, "Null), "Average and a convention of the Cultage and Underwijs Personed As months of the recentration, to be deal of Newtonion Association of the Cultage and Underwijs Personed Association, to be deal of Newtonion Association, and the Association of the Association o

Fobruary 1: Woman, Proposals on the them "Transformations: Women, Gorder

CALLS FOR PAPERS

CALL FOR PROPOSALS tor the unitional conference of the

National Connell un Communally Services & Continuing Education Detalor 18-11, 1982 In Baltimore, Maryland

Conference Themes Discovering New Worlds-Extending Om The Long

Conference Tracks

for information, renter is Prince I hope a Community Filley 201 Large III., Large, RO 20172 (201) 122-0765

en, to be held in June 1993 in Poughteep-sie, N.Y. Contact: Elsine Abelson, New School for Sacil Research, Esquere Lama College, 65 West 11th Street, New Yurk Amherts College 2254, Box 2010, Am-herts, Mars. 01007 (for nan-U. S. tuples). February 3: Higher education. Turpusals for possible preventations at a national conference on ruleil and ethnic relations

controlled environmental Professional Conference on molish and enhance relations in American Bailbert education. In the field in American Bailbert education. In the Red Bailbert education. In the Red Bailbert education. In the Red Bailbert education in the Red Bailbert education. In the Red Bailbert education in the Red Bailbert education. In the Red Bailbert education in the Red Bailbert education. In the Red Bailbert education in the Red Bailbert education. In the Red Bailbert education in the Red Bailbert education. In the Red Bailbert education in the Red Bailbert education. In the Red Bailbert education in the Red Bailbert education. In t

(405) 325-1711, fix (405) 325-1824, indirectallum! programs. Proposals on the theme. "Strategies for Cross-Cultural Communication in the New Information Communication in the New Information time." for prossible necessations at the congress of the International Society for Inter-cultural Education Training and Research, to be held in May In Junuicu. Crusture: see Zua. 733 15th Street, N.W. Washington 2009; (2021) 730-009; (2021

MISCELLARY

February 1: Business and antimopology, Re-search by students demonstrating in inte-rnation of mersica and antiborology for-cerowals by the students of the students of the control of the students of the students of the control of the students of the students of the mersical students of the students of t

WORKSHOPS

Cross-Cultural Training for Health and Human Service Professionals

A Summer Workshop

June 22 - 26, 1992 Asia-Pacific Summer Institute in Public Health

> School of Public Health 1960 East-West Road University of Hawaii Honolulu, Hawaii 96822

Internationally known scholar/trainer, Dr. Richard Brislin, will lead participants in exploring and using a "Culture Gereral Assimilator" to improve their effectiveness in culturally-diverse environments. This work-shop to designed for managers and professional staff of helish and human service organizations, at well as health educators, and graduate students. service organizations, as wen as nearm concards, and graduate suntents. However, it is also appropriate for cross-cultural trainers. Examples will be drawn from the health field. Examinent is limited to 30 participants.

For further information, contact the Institute Coordinator at the address listed above; phone (808) 956-8267 or fax (808) 956-4585.

The Chronicle of Higher Education

EDITOR Corbin Gwaltney

MNAGING EDITOR Malcolm O. Scully ARROCIATE EDITOR Edward R. Weidlein

ASSOCIATE MANAGING EDITORS Cheryl M. Prelis (Point of View & Opinion), Paul Describscons (International), Seatt Inschik (National)

Technicolys

**ROMON MIRRIES Liverence: Blenniller, Ellen K. Coughlin, Robert L. Incoh-on
ASSOCIATE SEMON BUSTON Call Levin InSection 2:

OPP 1007 MIRRIES HANDEN BUSTON Call Levin InSection 2:

ASSISTANT ESPONSE NINE C. Ayark. Colling. Buston, Order May Crystal Cage, Mishele N. Ne. Colling. Collect Corder. Thoras J.

DeLoughry, Savan Dodge, Cantrey Leatherman, Devine K. Magner,
Jole L. Michin, Trancer II. Collodin. Civil Neurosci. Jean Rosenblant.

ASSISTANT AND CONTROL OF CONTROL LEATHER MIRRIES AND CONTROL ASSISTANT AFT DIRECTOR LIBERT VICTOR ASSISTANT CAT. T. Berson M. AMERICA M. ASSISTANT CAT. T. Berson

ART ASSISTANT Crif T. Benson
STUDENT ASSISTANTS Hope Ame Nothing, Robert R. Schmidt, Jr.

BEUDET ABSSEMENT Hyer Anne Northan, Robert R. Schmids, Jr.
COMMERSHOUSEN
B.B. Steel Helter, Zoo Hogab, Kaner, J. Webler,
Assalta C. Weberson Köllmacpelled, Saminy Singlin 1800 Werker,
Forer Monagher Steeltler, Charles Harrison (Treclast)
Growness Children Bancegou Algorithmic, Goodfrey Machel, Marvetak,
Forer Monagher Steeltler, Charles Helter, M. Godfrey Machel, Marvetak,
Forer Monagher Steeltler, Steeltler, Steeltler, Steeltler, Godfrey Merson, Cholman,
Banker, Bolley, Botto Deder Elbaren Europe, Partice test (Permett,
Method Grober (Forersty), Charles Elbert, Velley Kong, Mangab ConMichael Steeltler, Charles Control (Permett), Margan Monagher,
Michael Monagher, Lapon, Roberts Stelland & Lobyes (Meshod, Mohland, Nelley)
Michael Monagher (Lapon), Roberts Stelland & Lobyes (Meshod, Mohland, Nelley)
Michael Steeltler, Market (Meshod, Meshod, Meshod,

ASSOCIATE PUBLISHERS William D. Criger, Juyce Hackley Onusto. Rabinette D. Rosa

DISPLAY ADVENTISMA DIRECTOR LIONNI Denton (Washington) REDDINAL SALES MANAGERE Meg. M. Camally I Milmaspolist, Parce G. (Blook and Layer Mallisten Lary Angeles and Sant 1 Proposition Manager Livery Tarks Proposition Manager Livery Barefool Propos

BALESIN BAMD ORBERTOR OF OPERATORS Laura N. Hurris Carlon Company of the Company

OFFICE MANAGER Lish A. Birchild ASSISTANT OFFICE MANAGER Angels B. Puryeur ANSOCIATE Pamela Poolson UNTS Sarah Bartan, Murio Ferlito, Joyce Phinisen, Gene Puryear

ODUSTION AND COMPUTER OIRSOTOR Occurd A. Lindgren MARIESS Cynthia J. Keennely, Stave Smild SERMET PRODUCTION HAMAGES Timothy A. Steele SUBUSTION ABSOLUTES Panels Barton, Brendo Hulose, Cnrol E. King, gen McGlashery, David N. Miller, Charjes E. Short, E. Day Wilkeu

CHRONOLE TYPE & DESIGN
DRESSTOR Type F. Whitm
PRODUCTION CONSTRUCTOR, 100 Chrosatin, Jaamine S. Stewart
ADMINISTRATOR ASSISTANT Lynn P. Oalkonhi

ENTORIAL AND SERVICES OFFICES 1255 Twesty-Taind Street, N.W., Wholespan, D.C. 20077, 1281 de-1002 Wholespan, D.C. 20077, 1281 de-1002 Wholespan, D.C. 20077, 1281 de-1002 Wholespan of Annabes Peut Office Sea 1955, Mart OLASSITES ANABESTERS OLIVER 1281 de-1003 Wholespan and MART MOVINGS NEW York, 12077, 464-1000 Wholespan 1287, 955-5222 Les Angains (13): 746-8000 Sea Francisco (13): 535-7778

The Chronicle of Higher Education HESIN 0000-9921 it published weekly except the third week in August and the but two weekly in December of 125 Tweety-Third Streety and the but two weekly in December of 125 Tweety-Third Streety and 125 Tweety-Third Streety-Third Streety-Th